Equal Employment Opportunity (EEO) Policy

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| Purpose | The purpose of this policy is to outline BCG’s approach to employment in regards to giving fair opportunity to all people to apply and be selected for job roles at BCG.  BCG is committed to providing a workplace free from all forms of discrimination. |
| Relevant legislation | * *Workplace Gender Equality Act 2012* (Cwlth) * *Disability Discrimination Act 1992* (Cwlth) * *Equal Opportunity Act 2010* (Vic) |

Guiding Principles

BCG is guided by the principle of equal opportunity in all of its activities. BCG aims to create a positive, equitable and productive working environment. This includes providing staff with an environment that is safe, flexible, fair, culturally appropriate, friendly and professional. Equity principles are a core element of the planning, recruitment, interview, selection and appointment of new employees of BCG.

It is critical to the achievement of our business goals that we have a culture which respects, values and actively pursues the benefits of diversity.

BCG is committed to an equitable and inclusive work environment that is free from discrimination and harassment. The organisation has implemented policies and procedures to promote a discrimination- and harassment-free work environment for all staff to ensure that they are able to work effectively within the organisation and with its clients and stakeholders.

BCG will assist staff in meeting these objectives with clear policy, education, training and practice.

Definitions and Application

BCG is responsible for ensuring that equal employment opportunities exist for all current and future employees. Staff will be selected or promoted according to merit irrespective of personal attributes.

In relation to staff, diversity can refer to function, experience, discipline, education, socio-economic background, marital status, personality profile, gender, age, language, ethnicity, culture, sexual orientation, religion, family responsibility, etc.

Managing diversity is about creating an environment in which everyone can achieve his or her full potential.

Employees are happier and more productive if they are appreciated and included, not assimilated or tolerated.

Strategic advantages can result from incorporating a wide variety of approaches and perspectives in the workplace. Improved innovation and creativity are documented benefits of diversity. Teams that are diverse and inclusive find more innovative, feasible and effective ways to overcome challenges. They bring a variety of perspectives to a situation and thus offer a wider range of solutions. Diversity also allows for more flexibility in rostering.

BCG is committed to identifying and eliminating the barriers that may be encountered by staff, including the elimination of discriminatory selection criteria and providing equal access to training and development, support and mentoring. This may include the provision of reasonable adjustments. For more information on reasonable adjustments, see the anti-discrimination, anti-harassment and anti-bullying policy.

Equal employment opportunity and merit-based management and recruitment requires you to avoid discrimination. For more information on anti-discrimination, see the anti-discrimination, anti-harassment and anti-bullying policy.

Updated/authorised

2019 – Jim Murphy CEO