



# Association of Science Education Technicians NSW

*for labbies - by labbies*

## **EQUAL OPPORTUNITIES & ANTI-DISCRIMINATION POLICY**

We recognize that discrimination is unacceptable and, although equality of opportunity has been a longstanding feature of our practices and procedure, we have made the decision to adopt a general equal opportunities policy.

Breaches of the policy will lead to disciplinary proceedings up to and including resignation from the Association.

The aim of the policy is to ensure that applicant, committee member nor contractor is discriminated against either directly or indirectly on the grounds of age, disability, marriage and civil partnership, pregnancy, maternity or breastfeeding, race, and religious exemption under the Religious Freedom Act.

We will maintain a neutral workplace in which no member or other contact feels under threat or intimidated.

Our membership application and committee nomination processes are crucial to ensuring equal opportunities for all. Any acceptance of committee applications will be based on merit, and membership of the Association will first and foremost be offered to laboratory technicians that are employed in educational sites.

We shall regularly review criteria to prevent discrimination. Whenever possible, decisions regarding individuals will be based on questions focused on membership eligibility, and if we hire contractors, it will be based on solutions or event requirements. Selection decisions are unbiased, ensuring fair dealings.

We take allegations of discrimination seriously. If you believe that you have been the victim of discrimination, we encourage you to follow the procedures in the Grievance Policy.