

Equal Employment Opportunity Policy

Happsa Group is an Equal Employment Opportunity (EEO) employer. This means we have workplace rules, policies, practices and behaviours that are fair and do not disadvantage people because they belong to particular groups. EEO is designed to achieve the following outcomes:

- A diverse and skilled workforce
- Improved employment opportunities for EEO groups, and
- A workplace culture displaying fair workplace practices and behaviours

In such an environment, all workers are valued and respected and have opportunities to develop to their full potential and pursue a career path of their choice.

EEO is about ensuring workplaces are free from all forms of unlawful discrimination and harassment. Discrimination is treating someone unfairly or harassing them because of their:

- sex (including pregnancy)
- race, colour, ethnic or ethnoreligious background, descent or nationality
- marital status
- disability (including physical, intellectual or psychiatric disability)
- homosexuality (sexual preference), actual or presumed
- age (including not forcing retirement)
- transgender (actual or presumed)

If you believe you are being treated unfairly, discriminated against or harassed:

1. If you can, tell the person to stop.
2. If not, or if the behaviour continues, tell your supervisor, manager or contact the Equal Employment, Human Resources or Administration representative at your Regional Office.

Any breach of this policy could lead to disciplinary action up to and including termination of employment.

For further details please refer to Grievance Policy



Paul Apostolidis
Managing Director

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