



## Equal opportunity in the workplace

The Australian Nursing and Midwifery Federation is committed to the principles of equal opportunity in the workplace.

The aim of equal opportunity is to eliminate sexual harassment and unlawful discrimination against a person on the basis of: age; race; sex; breastfeeding; carer status; disability; employment activity; gender identity; industrial activity; lawful sexual activity; marital status; parental status; physical features; political belief or activity; pregnancy; religious belief or activity; sexual orientation; personal association with a person who has or is thought to have any of the above personal characteristics.

### **It is the position of the Australian Nursing and Midwifery Federation that:**

1. All employees are encouraged to belong to an appropriate union to safeguard their rights and entitlements to equal opportunity in the workplace.
2. All employees have a right to carry out their employment free of sexual, racial or other forms of discrimination or harassment.
3. All employees and applicants for employment or promotion are treated fairly. Selection is based on merit with due regard to individual skill, qualification and ability.
4. All employees should have equal access to ongoing education, training, re-training and career development.
5. All employees should have access to flexible working arrangements to meet family commitments through consultation and negotiation. For example, responsibilities relating to; parenting, carer, transitioning to retirement, illness, disability, bereavement or significant cultural events.
6. All employers should make reasonable adjustments to the workplace to accommodate nurse/midwives with disabilities, understanding that there are inherent requirements for many nursing /midwifery roles that must be met
7. All employees should be consulted on a regular basis to ensure the principles of equal opportunity are being met.
8. All employers should take proactive and reasonable measures to eliminate sexual harassment and unlawful discrimination in the workplace.
9. All employers should develop and implement appropriate policies and procedures to prevent and manage discrimination and harassment in the workplace. Such policies should be consistent with respective Federal, State or Territory equal opportunity legislative requirements and principles.
10. Grievance procedures must be available to all employees who have complaints about denial of equal opportunity in the workplace. Grievance procedures should be included in all enterprise agreements.