



HARASSMENT AND DISCRIMINATION POLICY

Wasco is an equal opportunity employer. At all stages of the employment relationship all staff will be treated on their merits and valued according to how well they perform their duties.

Under the Queensland *Anti-Discrimination Act 1991* (the Act) discrimination, victimisation, sexual harassment, vilification and seeking unnecessary information on which discrimination might be based are illegal.

Discrimination on the following grounds is against the law:

- Race, (including colour, descent or ancestry, nationality, national or ethnic origin)
- Age (whether young or older)
- Impairment (including biological, functional, learning, physical, sensory, mobility, cognitive, psychological, psychiatric impairment or the presence of an organism capable of causing disease)
- Religious belief or activity
- Sex or gender identity
- Relationship status (including being married, single, divorced, separated, de facto or in a same sex relationship)
- Sexuality
- Pregnancy, breastfeeding, parental status (including being or not being a parent, guardian, foster parent, adoptive parent, or step parent)
- Family responsibilities (including the responsibility to care for and support a dependent child or immediate family member)
- Trade union activity
- Political belief or activity
- Association with someone else who is identified because of one of these attributes.

This policy applies to all staff including full time, part time, casual, permanent or temporary and contract workers. It applies to staff in all their work-related interactions with each other, and with customers, contacts or clients. It applies to staff while in the workplace or off site, at work-related functions (including social functions and celebrations), while on trips and attending conferences.

Managers & Supervisors have an obligation to model appropriate behaviour; promote this policy; treat all complaints seriously and attend to them promptly; monitor the work environment and seek expert help for complex or serious matters.

All staff have the responsibility to comply with this policy; report incidents to their managers and not to participate in discriminatory or harassing behaviour.

Wasco believes that all staff should be able to work in an environment free from discrimination, victimisation, sexual harassment, vilification and the seeking of unnecessary information on which discrimination might be based. We consider these behaviours unacceptable and they will not be tolerated.

Mel Whyte
President
Wasco Australia

24 May 2025

