



# EQUAL EMPLOYMENT OPPORTUNITY POLICY

Version 1.0  
07.03.2022

## INTRODUCTION

Fresh id recognizes that Equal Employment Opportunity is a matter of employment obligation, social justice, and legal responsibility. It also recognizes that prohibiting discriminatory policies and procedures is sound management practice.

This policy has been designed to facilitate the creation of a workplace culture that maximizes organizational performance through employment decisions. These decisions will be based on real business needs without regard to non-relevant criteria or distinctions and will ensure that all decisions relating to employment issues are based on merit.

## PURPOSE

This policy is designed to ensure that fresh id complies with all its obligations under the relevant legislation.

## DEFINITIONS

*Discrimination* occurs if a person treats, or proposes to treat, a person with an attribute unfavorably because of that attribute. It can also occur if a person imposes, or proposes to impose, a requirement, condition or practice that has, or is likely to have, the effect of disadvantaging persons with an attribute; and that is not reasonable.

*Equal Employment Opportunity* consists of ensuring that all employees are given equal access to training, promotion, appointment, or any other employment related issue without regard to any factor not related to their competency and ability to perform their duties.

*Victimization* means subjecting, or threatening to subject, a person to any detriment because they have:

- asserted their rights under equal opportunity law
- made a complaint
- helped someone else make a complaint; or
- refused to do something because it would be discrimination, sexual harassment, or victimization

## POLICY

Fresh id is an equal opportunity employer and will provide equality in employment for all people employed or seeking employment.

Every person will be given a fair and equitable chance to compete for appointment, promotion, or transfer, and to pursue their career as effectively as others.

Employment decisions relating to appointment, promotion and career development will be determined according to individual merit and competence.

**Policies** can be established or altered only by the Board: **Procedures** may be altered by the CEO.

DISCLAIMER: While all care has been taken in the preparation of this material, no responsibility is accepted by the author(s) or Our Community, its staff, volunteers or partners, for any errors, omissions or inaccuracies. The material provided in this resource has been prepared to provide general information only. It is not intended to be relied upon or be a substitute for legal or other professional advice. No responsibility can be accepted by the author(s) or Our Community or its partners for any known or unknown consequences that may result from reliance on any information provided in this publication.



Consistent with this, Fresh id does not condone any form of unlawful discrimination or vilification, including that which relates to:

- gender
- pregnancy
- potential pregnancy
- marital/domestic status
- disability
- race, colour, national extraction, social origin, descent, and ethnic, ethno-religious or national origin
- age
- family responsibilities, family status, status as a parent or carer
- racial classification
- sexuality
- HIV/AIDS vilification
- religious belief or activity
- political belief or activity
- industrial activity
- employer association activity
- trade union activity
- physical features
- breastfeeding
- transsexuality
- transgender
- profession, trade, occupation or calling
- medical record; and
- criminal record.

In all cases no factors other than performance and competence are to be used as the basis for performance assessment, training and development opportunities and promotions.

This policy is to be used in conjunction with the Discrimination, Harassment and Affirmative Action policies.

#### AUTHORISATION

Sebastian Fiedler  
Managing Director

07.03.2022

**fresh id.**  
design & production