



# Equity and Diversity Policy

OPSTAR is actively committed to the prevention of Discrimination, Bullying, Harassment, Victimization and Vilification in the workplace, and will take all reasonable steps and actions to ensure that Employees are treated fairly and with dignity and respect whilst working at OPSTAR. In support of this commitment, OPSTAR will endeavour to:

- Foster an OPSTAR culture which values and responds to the rich diversity of its community;
- Provide an inclusive and flexible environment for Employees by identifying and removing any remaining systemic barriers to equitable access, participation and progression in employment so that all Employees have the opportunity to fully contribute to OPSTAR life;
- Ensure that Employees are aware of their rights and their responsibilities;
- Use non-discriminatory, inclusive language and practices;
- Develop proactive plans and programs to increase access and promote success in employment for designated under-represented groups in order to overcome disadvantage;
- Ensure that all Employees have fair access to benefits and services in an equitable manner, including assistance to reasonably accommodate a person's disability;
- Develop and promote processes that support the systematic implementation, monitoring, reporting and management of equal opportunity and eliminate unlawful direct and indirect Discrimination and Harassment, and workplace Bullying;
- Provide effective mechanisms to resolve complaints of unlawful Discrimination, Bullying, harassment, Vilification and Victimization.

All Employees are responsible for understanding and applying the principles of equal opportunity, equity and social justice. Managers and supervisors are particularly responsible for ensuring that the learning and working environment is safe, inclusive and free from Discrimination, Bullying and Harassment.

**OSB**

**John Giffard**  
**Managing Director**