



**WOMEN
IN THE
AWU**

EQUAL EMPLOYMENT OPPORTUNITY

STATEMENT

Equal Employment Opportunity (EEO) standards ensure that everyone is entitled to the same opportunities regardless of:

- Age
- Medical Record
- Gender
- Disability (Physical/Mental)
- Pregnancy of potential pregnancy
- National extraction or social origin
- Marital status
- Industrial activity
- Physical features
- Religious belief
- Sexual preference
- Family responsibilities or parent/carer status

Equal Employment Opportunity encompasses a variety of employment rights with a particular focus on women in the workplace. Bodies such as the Equal Employment Opportunity for Women in the Workplace Agency and Australian Human Rights Commission seek to ensure that women are treated with equity and do not suffer from:

- Sex Discrimination
- Bullying & harassment
- Workplace violence
- Sexual harassment or assault

Equal Employment Opportunity seeks to secure for women workplace rights that include:

- Equal pay for equal work
- Paid maternity leave
- Paid carers leave
- Personal development opportunities and access to training

THE AWU AND EEO

The Australian Workers' Union is an equal opportunity employer. The Organisation regards recognising, accepting and utilising the diverse skills and talents

of its workforce as vital to its continued success. To achieve this, it strives to foster an environment which supports and respects differences and encourages growth of all employees.

The AWU works to ensure that all AWU members enjoy the same level of respect in their workplaces.

EEO AND YOUR WORKPLACE

You should always be treated equally to a colleague performing comparable work with similar competencies. You should also be receiving the same opportunities as your colleagues to apply for positions, attend training, seek professional development and access your workplace entitlements such as annual and sick leave. Make sure you have a copy of your employers internal EEO policy and you know what your organisation is committed to.

The rights protecting women in the workplace are enshrined in different legislation in each state and federally by the Equal Opportunity for Women in the Workplace Act 1999, Australian Human Rights Commission Act 1986 and Sex Discrimination Act 1984. Under these laws there are courses of action you can take to protect yourself and exercise your rights, such as lodging a discrimination complaint with the Human Rights Commission.

AWU Branches are able to offer free assistance and advice through their legal and industrial departments or direct your complaint to the appropriate body. If you believe you are not being treated even-handedly you should call your AWU Organiser and speak with them about your rights or you can free call 1300 885 653 and be directed to the appropriate Branch.



Do you feel your workplace is not equal? Call the AWU free on 1300 885 653.