

Equal Opportunity & Fair Treatment Policy

Purpose and Scope

At CRANAplus we are committed to promoting the development and delivery of safe, high-quality healthcare to remote and isolated areas of Australia, by representing, supporting, and educating the remote and isolated health workforce.

CRANAplus holds all Stakeholders (inclusive of employees, contractors, volunteers, board members and community stakeholders) within our CRANAplus Community accountable to demonstrate values of *Integrity, Inclusiveness, Respect, Accountability, Social Justice, Excellence and Safety*.

CRANAplus, does not tolerate discrimination of any type, including but not limited to race, colour, disability, religion, politics, gender, age, national origin, sexuality, gender identity, intersex status, marital status, family responsibilities, pregnancy or breastfeeding, or trade union activity.

CRANAplus acknowledges the rights of all people to dignity, equity, respect, and choice in living their lives.

We value cultural differences, and we acknowledge the importance that cultural diversity plays in responding to, and effecting change across our society, stakeholders, communities who deliver, receive, and support the services we provide.

This policy states our commitment, position, and understanding on equal opportunity and fair treatment when engaging with CRANAplus.

Principles:

Our practices and shared organisational culture are underpinned by promotion and reinforcement of our values. The following behavioral expectations are reinforced through our values when applying equal opportunity principles:

Integrity: we act with transparency, honesty, we are nonjudgmental, and we lead by example.

Inclusiveness: we acknowledge and value diversity, we respect cultures and experiences, and we see inclusiveness as critical to our success.

Respect: we respect each other by listening, being open to other points of view, and by being honest and courteous. We treat all members of our internal and external communities, with respect and dignity.

Accountability: equal opportunity and fair treatment are a shared responsibility of everyone, as is accountability to call out behaviours that are not in line with equal opportunity principles, practice, or CRANAplus values.

Social Justice: accessibility to equal opportunity through support and resource access, shared rights and responsibilities, and opportunities to participate and have a voice.

Excellence: understanding ethical, professional, and industry legislation and statutory requirements to support safe workplace and service practices. Examining our own perspectives for increased awareness and learning and valuing the exchange of open and transparent feedback in our working relationships.

Safety: acknowledging wellness and mental health as a core safety foundation, maintaining a courteous and safe workplace environment, free from discrimination, retribution, harassment, harm, or fear.

Cultural Safety

CRANApplus provides Cultural Safety Training to all employees, contractors & volunteers, to raise awareness and ensure shared understanding and safe practice. CRANApplus further makes available on-line modules or web resources to our wider CRANApplus community.

Organizational Practices

CRANApplus is an equal opportunity employer; we treat people based on their merits, performance, and ability to work within our values, standards, and policy positions.

Inappropriate or unlawful discrimination is not tolerated and will be actioned accordingly.

CRANApplus recognizes that our people are crucial to delivering on our mission, and as such we continually strive to create safe and innovative working environments, and people management systems, that value the contributions of our team members.

Our organisational values, and the application of those values, are embedded into our practice and processes to support consistent language and conversation, including recruitment, performance feedback, celebrating success, service innovation, and workplace conversations.

Available Supports

Anyone who experiences unreasonable behaviour should advise an Executive Member of CRANApplus immediately to seek support and guidance in line with CRANApplus values culture, policies, and procedures.

Anyone can request a confidential discussion with the Executive Director of People & Culture, at any time.

The CRANApplus Employee Assistance Counselling Program (EAP) is available for our employees to contact for a confidential session to debrief or seek support.

Managing Breaches of this Policy


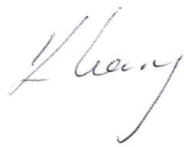
Any person who is found to be in breach of this Policy will be subject to disciplinary action in accordance with the CRANApplus Disciplinary Policy.

CRANApplus holds a zero tolerance of discrimination, discriminative practices, comments, or actions. Zero tolerance means the high potential for instant dismissal (misconduct) should allegations be proven or upheld depending on the severity and nature of the breach, risk to safety, reputation, or dissolve trust in the working relationship.

We take allegations seriously, and procedural fairness and natural justice will be afforded in all cases. Likewise, CRANApplus recognises the impact and seriousness of frivolous or malicious complaints; those made intentionally without foundation to cause detriment or mischief, and they will be managed accordingly.

Related Documents

- Complaint, Feedback and Compliments Policy
- Employee Grievance Resolution Policy and Procedure
- Disciplinary Policy
- Bullying, Harassment, Discrimination Policy
- Recruitment Policy

 Chief Executive Officer Date Authorised: June 2021	 Executive Director, People & Culture Date Authorised: June 2021
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Version History

Version	Date	Adjustment	Approved
V1.4	March 2023	Extended scope across workforce community, and language updated in line with legislation changes.	EDPC & CEO