



## WAJARRI GROUP

*Engaging, empowering and investing in Wajarri Yamatji People's future*

# Equal Opportunity and Discrimination Policy

Meenangu Wajarri Aboriginal Corporation (MWAC) is a corporation principally formed to exercise the rights and comply with the obligations of the Approved Body Corporate and the Wajarri Yamatji people under the Murchison Radio-astronomy Observatory Agreement. MWAC works in collaboration with the trustee, Winja Wajarri Barna Limited (WWBL), to deliver positive social economic, educational and cultural outcomes for Wajarri Yamatji people. Wajarri Enterprises Limited (WEL) is the business arm of the group. These entities are referred to as the Wajarri Group.

The Wajarri Group are committed to equal opportunity in employment and a working environment free from unlawful discrimination.

To achieve and maintain this Wajarri Group will:

- create a working environment which is free from unlawful discrimination, offensive material or material likely to offend, and where all employees are treated with dignity, courtesy and respect,
- Develop and review measurable objectives and targets that promotes continuous improvement of our Health, Safety and Environment Management System,
- Provide adequate supervision, training and mentoring for all of our personnel,
- Provide an effective process for complaints, based on the principles of procedural fairness and natural justice,
- treat all complaints in a sensitive, fair, timely and confidential manner,
- encourage the reporting of behaviours which breach this Policy ,
- promote appropriate standards of conduct at all times, and
- ensure the principles of Equal Opportunity are observed and consistently applied.

It is the responsibility of all employees to ensure they do not unlawfully discriminate against employees or other people in the workplace. Employees must be aware that non-compliance with this Policy may result in disciplinary action, which may include dismissal, as well as being subject to possible action under Federal or State equal opportunity laws.

**Daryl Smith**

CEO

July 2019

Review Date: July 2021

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