

POLICY STATEMENT

Hillery Group supports its employees by building an inclusive, culturally capable, and diverse workforce that reflects the regional communities we serve. Our goal is to create an inclusive culture that promotes the performance and well-being of our employees irrespective of family responsibilities, marital status, age, disability, race, religion, political beliefs, trade union activity, gender identity or sexuality. Hillery Group is committed to eliminating unlawful discrimination, workplace bullying, sexual harassment and victimisation through modelling inclusive leadership and promoting an inclusive and respectful workplace culture. This policy is supported by preventing workplace bullying, sexual harassment, and unlawful discrimination policy.

PRINCIPLES

Principle	What it means for Hillery Group
The department values diversity and inclusion as a key people management priority	Embracing a workplace culture of diversity and inclusion is not only the right thing to do; it enables employees to feel safe and valued; leading to greater employee engagement, satisfaction, innovation, and productivity.
Our employees can participate fully and be the best they can be	We embrace the unique diversity, skills, and qualities of our employees to assist us in developing a safe, equitable, culturally appropriate, and inclusive working environment. We strive for excellence, for inclusive workplaces and to be an 'employer of choice' across our region.
Our employees are treated fairly and with respect	We treat everyone fairly and equitably and we acknowledge our employees have a wealth of knowledge, skills, and capabilities. We consistently demonstrate appropriate workplace behaviours; we listen, engage, and understand our employees and respond appropriately to their individual needs and changing circumstances.
We are all responsible for workplace diversity and inclusion	The building and modelling of positive, respectful, and inclusive behaviour and the valuing of diversity of opinions within our workforce are vital to ensuring a constructive workplace culture. Workplace diversity and inclusion are everybody's responsibility, and all employees should understand and be committed to the role they play.
We are accountable and monitor and measure performance	Senior Management is accountable for diversity and inclusion outcomes. Directors and leaders will demonstrate commitment to achieving outcomes through promoting and reinforcing positive inclusive behaviours and through workplace diversity inclusion reporting. Workforce measures for diversity and inclusion are reported bi-annually through the Strategy meetings conducted by the Senior Leadership Team.

REQUIREMENTS

ALL EMPLOYEES

- Respect individual differences and treat all people with dignity.
- Contribute to the creation of an inclusive workplace environment that values and uses the input of people with diverse backgrounds, experiences, and perspectives.
- Be aware of all employees' responsibilities under the Preventing workplace bullying, sexual harassment, and unlawful discrimination policy, and how they relate to the principles of diversity and inclusion.

ADDITIONAL REQUIREMENTS FOR DIRECTORS AND SUPERVISORS

- Build on existing approaches, to foster diversity of thinking, and a deep appreciation of understanding and serving a diverse community.
- Demonstrate inclusive leadership practices and model constructive workplace behaviours that promote diversity and inclusion practices.
- Communicate the importance of diversity and inclusion in the workplace and promote appropriate standards of conduct at all times.

RELATED POLICY, PROCEDURE OR FORMS:

HGPO019 Workplace Anti-Bullying & Anti-Harassment