

EQUAL EMPLOYMENT OPPORTUNITY POLICY

This policy applies to all staff members of Praxis 2000 Pty Ltd t/a A. B. Dental Employment Agency.

A. B. Dental is committed to equal employment opportunity as part of its mission to provide equity and social justice. Equal employment opportunity means that merit and equity will form the basis of all decisions that affect the staff of A. B. Dental.

To provide equal employment opportunity A.B. Dental undertakes to:

- Promote and support equal employment opportunity in all its activities
- Eliminate discrimination on the grounds of:
 - Race, colour, national or ethnic origin, or nationality
 - Sex or gender, sexual preference, marital or parental status, or pregnancy
 - Religious or political belief or activity, or industrial activity
 - Age
 - Disability

- Create an environment characterised by respect where staff are able to work free from discrimination or harassment
- Use nondiscriminatory, inclusive language in all official documents and encourage its use.
- Identify groups who have experienced disadvantage in employment and develop policy and programs to remedy that disadvantage
- Ensure the application of the merit principle in recruitment, selection, reclassification and promotion
- Provide equitable career development activities for all staff
- Ensure equitable access to decision-making and resources
- Ensure effective consultation with staff and unions in the development and implementation of equal employment opportunity.