



Anti - Discrimination Policy

Just Focus Pty Ltd

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Our company believes in equal employment opportunities for all individuals and believes that discrimination is unacceptable and will not be tolerated in any form. The company believes that workers/clients should be able to work in an environment free from discrimination.

WHAT IS DISCRIMINATION?

Discrimination is favourable or unfavourable treatment of a person with the following attributes¹:

Sex;

Relationship status;

Pregnancy;

Parental status;

Breast feeding;

Age;

Race;

Impairment or disability and associated aids (e.g. guide dogs, interpreters, wheelchairs);

Religious belief or religious activity;

Political belief or activity;

Trade union activity;

Lawful sexual activity;

Gender identity;

Sexuality;

Family responsibilities;

Other real or perceived gender-specific characteristics; or

Association with, or relation to, a person identified on the basis of any of the above attributes.

An example of discrimination would include an employer refusing to consider a prospective worker for employment because it was assumed that the prospective worker was a female, the employer would have discriminated on the basis of an attribute (female sex) that the worker was presumed to have.



1 (Sources: Anti-Discrimination Act 1991, Sex Discrimination Act 1984, Disability Discrimination Act 1992, Age Discrimination Act 2004, Racial Discrimination Act 1975).

REPORTING DISCRIMINATION

Individuals who believe they have been discriminated against should report the incident to a member of the management team. If unresolved at this level it should be reported to the Anti-Discrimination Commission of Queensland. Where management is informed, the alleged discrimination will be promptly investigated. Confidentiality will be maintained throughout the investigation to the extent that is practical and appropriate under the circumstances.

If any party directly involved in a discrimination investigation is dissatisfied with the outcome or resolution, that individual has the right to appeal the decision. The unsatisfied party should submit their written comments in a timely manner to a member of the management team utilising the Grievance Resolution Procedure.

Our company has developed this policy to ensure that its workers and partners can work in an environment free from discrimination. We will make every effort to ensure that personnel are familiar with the policy and we will aim to ensure that any complaint received will be thoroughly investigated and appropriately resolved. This policy is designed to protect workers from discrimination in any way associated with the workplace or work environment