

DIVERSITY, INCLUSION & ANTI-DISCRIMINATION

POLICY STATEMENT:

Logifix Freight Solutions is a discrimination free workplace. Logifix Freight Solutions complies with the Equal Opportunity Act 2010 (the Act) and expects all of its employees to act in accordance with the Act.

Logifix Freight Solutions will not tolerate any type of discrimination in the workplace. In accordance with all federal, state and local laws, we will recruit, hire, remunerate, train and develop, evaluate, discipline, place, promote, roster and terminate the employment of employees equally and fairly.

We will provide a workplace which is free from discrimination, bullying and harassment.

It is the policy of Logifix Freight Solutions that all employees are aware of what constitutes discrimination and what the 'protected attributes' under the law are.

Logifix Freight Solutions actively encourages diversity of all types: race, religion, age, sex, sexual orientation or gender identification or expression, physical attributes, disability and political persuasion, among others, and creates a safe, inclusive and accepting environment.

Logifix Freight Solutions is establishing this policy because we recognise the need to be proactive about ensuring discrimination does not occur in the workplace, as well as ensuring that diversity, inclusion and tolerance are hallmarks of our culture. All employees of Logifix Freight Solutions are expected to comply with this policy. Engaging in any type of discriminatory behaviour is not only a breach of Logifix Freight Solutions policy but is also unlawful.

PROCEDURE:

Under the Equal Opportunity Act 2010 it is against the law to discriminate against a person on the basis of the following protected attributes:

- Age
- Carer status
- Disability
- Employment Activity
- Gender identification or expression
- Industrial action
- Lawful sexual activity
- Marital status
- Parental status
- Physical features
- Political belief or activity

- Pregnancy
 - Breastfeeding
 - Race (including colour, nationality, ethnicity and ethnic origin)
 - Religious belief or activity
 - Sex
 - Sexual orientation, intersex status or gender identification or expression
 - Personal association with someone who has, or is assumed to have, any of these personal characteristics.
- a. Discrimination is the unfavourable treatment of a person due to one or more of their personal characteristics. Discrimination may take the form of direct discrimination and/or indirect discrimination.
 - b. Direct discrimination is when a person treats or proposes to treat a person with a protected personal characteristic unfavorably because of that personal characteristic.
 - c. Indirect discrimination is also against the law and refers to situations where treating everyone the same is unfair. This occurs where an unreasonable requirement, condition or practice that purports to treat everyone the same ends up disadvantaging someone with a personal characteristic protected by the law.
 - d. Sexual harassment is also against the law. Engaging in conversations or activities that make somebody feel uncomfortable or offended, especially with regard to sex, sexual orientation or gender identification or expression can be considered sexual harassment and also be discriminatory. Logifix Freight Solutions does not permit any type of sexual harassment or discrimination in the workplace – refer to the Sexual Harassment & Sex Discrimination Policy.
 - e. Functions that occur outside of the workplace, but as an extension of the workplace (even when not organised by Logifix Freight Solutions), are covered by this policy as well as the Sexual Harassment & Sex Discrimination Policy. This includes employees attending drinks or dinner outside work times.
 - f. If you feel that you have been the victim of discrimination you should advise your direct manager, in line with the Logifix Freight Solutions Grievance Procedure Policy. If you are unable, for any reason, to approach your direct manager, then you should speak with the General Manager or Managing Director.
 - g. If Logifix Freight Solutions fails to take appropriate action or rectify the situation, you can seek advice from the Victorian Equal Opportunity and Human Rights Commission on 1300 292 153 or email enquiries@veohrc.vic.gov.au
 - h. Logifix Freight Solutions requires all employees to contribute to an environment that is not only free from discrimination of any sort but rather actively embraces and welcomes diversity in all its forms and actively seeks to be inclusive and promotes understanding and tolerance.