



Australian Government

**Office of the Australian Building and
Construction Commissioner**

**Workplace Diversity
in the ABCC**

2009



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The ABCC aims to have a productive and supportive workforce modelling shared behaviours and providing equal opportunities for all employees.

What is Workplace Diversity?

Workplace diversity is about acknowledging differences and adapting work practices to create an inclusive environment in which our diverse skills, perspectives and backgrounds are valued. It is about using these differences to achieve business and personal outcomes by providing a fair and rewarding workplace.

Our diversity is shaped by a variety of characteristics including ethnicity, gender, disability, language, religious beliefs, life stages, education, career responsibilities, sexual orientation, personality and marital status.

An extensive legislative framework supports workplace diversity including:

- The Australian Public Service (APS) Values and Code of Conduct (*Public Service Act 1999*)
- *Racial Discrimination Act 1975*
- *Sex Discrimination Act 1984*
- *Occupational Health and Safety (Commonwealth Employment) Act 1991*
- *Disability Discrimination Act 1992*
- *Workplace Relations Act 1996*

The *Public Service Act 1999* defines values which the APS must uphold and also defines the APS Code of Conduct.

A key aspect of workplace diversity is the contribution that we all make to a workplace that is free from discrimination and harassment and includes the principles of equal employment opportunity, social justice and access and equity.



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The ABCC's Workplace Diversity guidelines aim to deliver the following objectives.

Objective 1 – Provide a supportive workplace

- Support flexible working arrangements through workplace practices such as meeting times, work priorities and educational and learning opportunities.
- Provide support to all employees and managers through the Employee Assistance Program (EAP)
- Provide support to victims of inappropriate behaviour.

Objective 2 – Management create a workplace culture which advances and respects diversity

- Promote Workplace Diversity to all employees as an integral part of business and workforce planning.
- All ABCC staff to ensure all employees are aware of workplace diversity and apply these in the workplace.
- Ensure ABCC policy and procedures are followed reflecting merit and transparency.
- Capture and update equity and diversity profile data for employees across the ABCC.

Objective 3 – Treat colleagues with respect and be aware of diversity issues in our conduct

- Promote an enhanced culture of mutual respect and personal integrity in our workplace behaviours, by behaving in a way that upholds the APS Values.

The Workplace Diversity guidelines work in harmony with the ABCC's Harassment Policy. The HR team will monitor these guidelines and will ensure compliance.
