

Statement of Commitment to Disability Employment

The Australian Building and Construction Commission (the Agency) is committed to creating a working environment that values and utilises the contribution of staff from diverse backgrounds and experiences. Under the Australian Public Service (APS) Disability Employment Strategy, the Agency is responsible for improving representation of people with disability in our workforce.

Managers and employees have an obligation to engage with, and contribute to, initiatives that support employment of people with disability in the APS, to maximise benefits to individual employees and to the Agency.

The Agency is committed to:

- identifying and resolving any potential barriers to the recruitment and employment of people with diverse needs, such as those with disability or physical limitations
- investing in developing the capability of employees with disability
- fostering inclusive cultures in the workplace
- providing support for managers and employees of people with disability, including increasing uptake of Mental Health First Aid training and Disability Awareness and Confidence training
- meeting the reasonable adjustment requirements of all employees on an individual, case-by-case basis, and in a timely manner
- providing working conditions and facilities which enable all employees from diverse backgrounds to perform their roles efficiently and to the best of their abilities
- upholding its legal responsibilities under the *Disability Discrimination Act 1992* and the *Fair Work Act 2009*.

The Agency will continue to consult with its people to ensure this commitment and associated procedures operate effectively and our management system is reviewed and continuously improved.



Stephen McBurney
Commissioner
Australian Building and Construction Commission

Date 23 May 2019