

## ACCESS AND EQUITY STATEMENT

In accordance with the State and Federal equal opportunity legislation, Master Builders SA is committed to providing equitable and accessible services to all people that are inclusive of culture, gender, and disability. Master Builders SA values diversity and respects social and cultural difference.

*For further information, please review the Master Builders SA Access and Equity Policy.*

## 1 EQUAL OPPORTUNITY - GENERAL

Master Builders Association SA Inc. (Master Builders SA) is committed to ensuring that all apprentices and trainees and those seeking apprenticeship and traineeships, are treated fairly and equitably and are not subjected to any form or unlawful discrimination.

All persons will be afforded opportunities for employment, promotion, training, transfer or benefit based on merit, meaning that assessment is made with regard to the abilities, knowledge, aptitude, experience and relevant qualifications of each individual in relation to the requirements of the particular position. The ultimate aim is to have the "best person for the job" in every position.

"Unlawful Discrimination" in employment means treating a person less favourably than others because of their particular personal characteristics or because they belong to a certain group, which is unrelated to the performance requirements of the position.

Discrimination can be direct or indirect. Indirect discrimination is treatment which appears to be equal but is unfair on certain people. To be unlawful, it must also be unreasonable.

Master Builders SA is committed to the principles set out in South Australia's Equal Opportunity Act 1984. As such, it will not tolerate any form of discrimination based on:

- Sex
- Sexuality
- Race, colour, nationality, descent and ethnic, ethno-religious or national extraction
- Physical or intellectual disability
- Family responsibilities
- Age
- Religion
- Political opinion
- Trade union membership or non-membership
- Trade union or employee representative activity
- Criminal record
- Medical record
- Pregnancy or potential pregnancy
- Marital status

# Group Training Policy and Procedures

EQUAL OPPORTUNITIES POLICY: 2.7/ V2.4



Apprentices and trainees who wish to discuss or receive assistance to address issues of discrimination are encouraged to approach a Master Builders SA staff member and lodge a complaint, either informally or formally.

Any complaint will be dealt with the strictest confidentiality, quickly, seriously and in an unbiased manner.

Apprentices and trainees may also approach Traineeship and Apprenticeship services on free call 1800 673 097 or email [dsd.tas@sa.gov.au](mailto:dsd.tas@sa.gov.au) or the South Australian Equal Opportunity Commission on (08) 8207 1977 or visit [www.eoc.sa.gov.au](http://www.eoc.sa.gov.au).

## 2 EQUAL OPPORTUNITY – FOR WOMEN

Master Builders Association SA Inc. (Master Builders SA) agrees with the principles of equal opportunity for work in the workplace and, in accordance with the responsibilities under Commonwealth Workplace Gender Equality Act 2012 (WGE Act), is committed to furthering employment opportunities for women.

Master Builders SA acknowledges that the objectives of the WGE Act are to:

- Promote the principle that employment for women should be dealt with on the basis of merit;
- Promote, amongst employers, the elimination of discrimination against, and provision of equal opportunity for, women in relation to employment matters; and
- Foster workplace consultation between employers and employees on issues concerning equal opportunity for women in relation to employment.

Equal opportunity for women in the workplace means taking action to ensure that women achieve equal employment opportunities, with the aim of removing barriers that have previously prevented women from achieving equality.

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