



# Equal Opportunity Anti-Discrimination and Harassment Policy

Rogers Transport is committed to being an Equal Opportunity Employer, and is also committed to providing a workplace that is free from any form of discrimination, harassment, vilification and victimisation.

Management will not discriminate against any person seeking employment for any reason, nor will we tolerate any discrimination or harassment between workers; either in the workplace or at external social events.

Discrimination on the following grounds is against the law:

- race, (including colour, descent or ancestry, nationality, national or ethnic origin);
- age (whether young or older);
- impairment (including biological, functional, learning, physical, sensory, mobility, cognitive, psychological, psychiatric impairment or the presence of an organism capable of causing disease);
- religious belief or activity;
- sex or gender identity;
- relationship status (including being married, single, divorced, separated, de facto or in a same sex relationship);
- sexuality;
- pregnancy, breastfeeding, parental status (including being or not being a parent, guardian, foster parent, adoptive parent, or step parent);
- family responsibilities (including the responsibility to care for and support a dependant child or immediate family member);
- trade union activity;
- political belief or activity;
- association with someone else who is identified because of one of the above attributes.

**Sex discrimination** is any behaviour that discriminates on the grounds of sex, sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy, potential pregnancy, breastfeeding or family responsibilities or involving sexual harassment

**gender identity** means the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth.

**intersex status** means the status of having physical, hormonal or genetic features that are:

- (a) neither wholly female nor wholly male; or
- (b) a combination of female and male; or

Issue/Rev:	A2	Page:	1 of 2	Approved by:	G Rogers
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**ROGERS  
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(c) neither female nor male.

**sexual orientation** means a person's sexual orientation towards:

- (a) persons of the same sex; or
- (b) persons of a different sex; or
- (c) persons of the same sex and persons of a different sex.

**Sexual harassment** is a form of sex discrimination. It is any behaviour that includes unwelcome sexual advances and other verbal or physical conduct of a sexual nature when:

- submission to, or rejection of, such conduct is used as the basis for promotions or other employment decisions;
- the conduct unreasonably interferes with an individual's job performance or creates an intimidating, hostile or offensive work environment.

It is our belief that all people are born equal and deserve the right to work in their chosen field, without the fear and hurt of discrimination or harassment. We recognise that discrimination and harassment may take many forms and is not limited to physical contact, but may be inflicted verbally, in writing, or electronically, (including text messages, email and social media posts), or may take the form of offensive behaviour, language and displays such as posters.

Rogers Transport will seek employees from time to time that best meet our needs and who are most suitably qualified for the specific role. Employment decisions will only be based on a person's presented work history or resume, qualifications, experience and references.

During an employment interview, Management will not ask questions involving age, sex, religion or race, and will assure the successful candidate that they have the full support of the management should any genuine discrimination or harassment subsequently arise within the workforce.

Rogers Transport recognises that the ongoing pursuit of a workplace free of discrimination and harassment will contribute many essential elements to a professional and profitable business.

Gary Rogers  
Managing Director  
Rogers Transport

Legal framework:

*Sex Discrimination Act 1984*

*Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act 2013*

*Age Discrimination Act 2004*

*Equal Employment Opportunity (Commonwealth Authorities) Act 1987*

*Racial Discrimination Act 1975*

Issue/Rev:	A2	Page:	2 of 2	Approved by:	G Rogers
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