

Protech through its operations is committed to the principles of access and equity for our Clients and Employees. This policy outlines the key elements of Protech's commitment to opening up opportunities and removing barriers.

Access and Equity Policy

Protech through its operations is committed to the principles of access and equity, and is in a position to make a difference in our community. Protech recognises there are particular groups of people within our community that have experienced and continue to experience disadvantage and unequal employment and training outcomes. These groups include women, First Nation, people with disabilities, the long-term unemployed, and people living in remote communities.

Roles and Responsibilities

Managers

Managers have professional responsibilities for fostering the implementation of Access and Equity practices by ensuring that:

- The company's key strategic goals clearly define its role in meeting Access and Equity outcomes.
- Equal opportunity policies and practices are in place and understood.
- All employees are provided with information and training about Access and Equity.
- All employees are made aware of the progress in participation and outcomes for disadvantaged groups, and action plans are in place to improve these outcomes.

Protech Employees

Employees of Protech have professional responsibilities to:

- Ensure that they understand and implement the policy and behave in a courteous, sensitive, non-discriminatory, and culturally aware manner when dealing with other employees and Clients.

Our Commitment

Protech believes in the inherent value and worth of each person. Protech respects and nurtures the diversity, cultural heritage, life experience, and ways of knowing, unique potential and capabilities of each person. We encourage personal reflection on our values and on our visions for individuals, families and communities. We recognise that it is the commitment and work of individuals within groups that transforms organisations and individuals.

Our employees are appropriately knowledgeable in Access and Equity issues, including cultural awareness and sensitivity to the requirements of participants with special needs. Our planning, recruitment and evaluation processes are responsive to the needs of our present and future host companies, Apprentices and Trainees.

Protech acknowledges that the following Commonwealth legislation provides a legal framework for our Access and Equity plan.

- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Human Rights and Equal Opportunity Commission Act 1986
- Disability Discrimination Act 1992
- Equal Opportunity for Women in the Workplace Act 1999

Protech aims to demonstrate our genuine concern towards Access and Equity within our community and to see progressive improvement in the position of disadvantaged groups through our actions.