

POLICY STATEMENT

Discrimination is unlawful under State and Federal legislation. 3LA is committed to the principles of equal employment opportunity and to implementing procedures that effectively address complaints of discrimination in all its forms.

AIMS AND OBJECTIVES

3LA will meet its obligations under applicable legislation by ensuring no personnel working or seeking employment are discriminated against on the basis of:

- Race or colour
- Gender or sexual preference
- Age
- Physical or mental disability
- Marital status or family/carer's responsibilities
- Pregnancy
- Religion or political opinion
- National extraction or social origin
- Direct discrimination against someone associated with any of the above

RESPONSIBILITIES

3LA will not tolerate unfavourable treatment based on any protected personal characteristic. This includes:

- Refusing employment
- Setting unfair terms of employment
- Denying or limiting access to promotion, transfer, performance bonuses, training, or any other benefits
- Dismissal, retrenchment, or demotion
- Unreasonable workplace policies or practices that disadvantage employees based on personal characteristics

This policy applies to all applicants and employees, and extends to conduct engaged in by third parties including vendors, consultants, and clients.

3LA will ensure prompt action and investigation is undertaken whenever an employee raises a complaint of discrimination. Non-compliance with this policy will result in disciplinary action. Employees may also be personally liable under State and Federal anti-discrimination and equal opportunity laws.

Daragh Lafferty

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Managing Director