



anf policy

australian nursing federation

equal opportunity in the workplace

The Australian Nursing Federation is committed to the principles of equal opportunity in the workplace.

The aim of equal opportunity is to eliminate discrimination on the basis of sex, sexuality, marital status, race, physical impairment or age.

It is the position of the Australian Nursing Federation that:

1. All employees are actively encouraged to belong to an appropriate union to safeguard their rights and entitlements to equal opportunity in the workplace.
2. All employees and applicants for employment or promotion are treated according to their skill, qualification and ability and that selection to positions is based on merit.
3. All employees should have equal access to ongoing education, training, re-training and career development.
4. All employees should have access to flexible working arrangements to meet family commitments through consultation and negotiation.
5. All employees should be consulted on a regular basis to ensure the principles of equal opportunity are being met.
6. All employees have a right to carry out their employment free of sexual, racial or other forms of discrimination or harassment.
7. Grievance procedures must be available to all employees who have complaints about denial of equal opportunity in the workplace. Grievance procedures should be included in all enterprise agreements.

reviewed august 2008

adopted by federal executive november 2008