

Equal Employment Opportunity

Anti-Discrimination Policy

Cecchetti Ballet is an Equal Opportunity employer.

Cecchetti Ballet has in place corporate policies, in accordance with government legislation, which ensure that employees and consultants are not discriminated against.

All employees and consultants are made aware of their obligations under the relevant Commonwealth and State Anti-Discrimination legislation.

Any person, who believes that they have experienced some form of discrimination whilst employed by Cecchetti Ballet, should report it immediately to the Directors.

In accordance with this policy, Cecchetti Ballet subscribes to the following concepts:

- Equal pay for equal work;
- Prohibition of discrimination in all areas of employment;

Definition of Discrimination

Discrimination is essentially any practice that makes distinctions between individuals or groups, so as to disadvantage some and advantage others. Federal, State and Territory legislation prohibits both direct and indirect discrimination on various grounds.

Direct discrimination is when a person, or group of people, receive less favourable treatment than others on the basis of:

- Personal attributes:
 - Age
 - Race
 - Sex
- Personal characteristics, particular to people with one of the above mentioned attributes;

Indirect discrimination is the imposition of a condition on a person, or group of people, which, on face value appears not to be discriminatory, however it has an adverse effect on a particular group of people.

A person indirectly discriminates against another person or group when:

- They are required to comply with a particular condition which a substantially higher proportion of people cannot comply;
- The condition is not reasonable having regard to all the circumstances;

Prohibition of Discrimination

Cecchetti Ballet adheres to Federal, State and Territory legislation, which prohibits discrimination in employment on the following grounds:

- Sex
- Race
- Age
- Creed
- Physical impairment
- Religious and Political belief
- Nationality
- Medical record
- Marital status
- Trade union activity
- Pregnancy
- Family responsibility
- Sexual orientation

Discrimination on any of these grounds is prohibited in all areas of employment, including:

- Recruitment;
- Terms and conditions of employment;
- Access to promotion, transfer, training or other employment benefit;
- Appropriate workplace behaviour;
- Termination of employment;
- Commission agents;
- Contract workers, Casual, part time and full time workers;