



Australian Government

Australian Fisheries Management Authority

AFMA's Workplace Diversity Statement

AFMA is committed to fostering a diverse workplace free from discrimination and harassment, an environment which recognises and values the individual differences of staff, and fosters the contributions of people with different backgrounds, experiences and perspectives. AFMA's commitment extends to attracting and recruiting people from diverse backgrounds and wherever possible, participates in whole of Australian Public Service (APS) Programs.

This statement covers all Senior Executive Service (SES) staff, non-SES staff (including ongoing, non-ongoing) and contract staff. All staff will be expected to incorporate the principles of equity and diversity into their daily work by helping to create a team environment that recognises and respects individuality.

AFMA's Workplace Diversity Principles

- ❖ staff are treated, and treat each other, with respect and dignity;
- ❖ the workplace is safe and harmonious, free from discrimination and harassment;
- ❖ language used is inclusive, not exclusive;
- ❖ guidelines for workplace harassment are developed and, if necessary, opportunities for redress against discrimination and harassment exist;
- ❖ the workplace is fair and flexible and allows staff to balance work and family responsibilities;
- ❖ staff respect and value the differences and diversity of their fellow staff;
- ❖ decisions are not based on stereotypes or discriminatory values;
- ❖ staff are selected in accordance with APS Employment Principles; *the APS makes fair employment decisions with a fair system of review, the APS recognises the usual basis of engagement is as an ongoing APS employee and the APS is a Public Service in which makes decisions relating to engagement and promotion that are based on merit*
- ❖ staff have access to learning and career development opportunities that enhance the development of the individual and the effectiveness of the agency; and
- ❖ all staff and future staff are aware of these principles.

James Findlay
Chief Executive Officer
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