

Policy – Diversity and Inclusion

Policy

Southern Rural Water is committed to creating a diverse workforce and an inclusive workplace to help drive a high performance culture.

We actively seek people with a variety of thinking styles, backgrounds and abilities, and to create an environment where they can flourish.

We will find and break down barriers so all people can fully participate in the organisation and its opportunities.

We will not tolerate bullying, discrimination, harassment or exclusion.

Definitions

Diversity – the characteristics that make one individual similar to or different from another. Diversity encompasses gender, race, ethnicity, disability, age, sexual orientation, religion, physical capability, family responsibilities, education, cultural background and more.

Inclusion – an atmosphere in which all people feel valued and respected and have access to the same opportunities.

Bullying – Workplace bullying is repeated, unreasonable behaviour toward staff or a group of staff that creates a risk to health and safety. Bullying can be direct or indirect. It includes harassment and behaviour that excludes other people.

Discrimination - when a person treats someone unfairly, differently or less favourably based on the group, class, or category to which that person belongs.

Effective date and review date

This policy takes effect on 5 August 2015

It is due for board review in March 2019.

Who is affected

This policy applies to directors and employees of Southern Rural Water.

Rationale

This policy is to ensure that we achieve greater diversity in our workforce, for:

- better experience of work for our staff
 - more informed and innovative decisions
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- greater creativity and performance, and
- meaningful relationship with customers and stakeholders

It also helps us to meet State Government workforce inclusion expectations and community expectations.

This policy guides our recruitment process, the development of our Diversity Action Plan and other activities around diversity and inclusion.

Contact

For more information on this policy contact the Manager, People and Customer Service.

Related documents

Code of Conduct for the Victorian Public Sector – State Services Authority (www.ssa.vic.gov.au).

SRW's [staff behaviour policy](#)

State Government [Financial Reporting Direction 22](#)

SRW's suite of [bullying and equal opportunity documents](#)

Communications

This policy will be made available on SRW's website and Wiki.
