

# Equal employment opportunity and diversity in the NSW Fire Brigades



## Our commitment

The NSW Fire Brigades (NSWFB) is committed to the principles of Equal Employment Opportunity (EEO) and workplace diversity. We aim to ensure that:

- our workplaces are free from all forms of discrimination,
- our workplace policies and practices are fair and equitable,
- all employees are valued and respected and have opportunities to achieve their full potential,
- employment opportunities are improved for those previously disadvantaged, and
- our workforce reflects the diversity of the community we serve.

## Our practices

We aim to achieve fair and equitable practices in all areas of employment including:

- recruitment, selection and promotion practices which are open, competitive and based on merit,
- access for all employees to training and development,
- grievance handling procedures that are accessible and deal with workplace complaints promptly, fairly and confidentially,
- communication processes that give employees access to information and allow their views to be heard,
- management decisions that are fair and responsible,
- recognition and respect for the social and cultural backgrounds of all employees and members of the community, and
- inclusive workplaces free from all forms of discrimination and harassment.

## EEO, diversity and you

For the NSWFB to effectively implement the principles of EEO and workplace diversity, all employees must actively participate.

As a NSWFB employee, you can contribute on a day to day basis by:

- treating your colleagues and the diverse community you serve fairly and with respect,
- valuing the different contributions people can make to your team,
- making decisions genuinely based on fairness and merit,
- removing unfair and inappropriate barriers to workplace participation,
- meeting organisational needs through the effective implementation of flexible work practices, and
- preventing all forms of discrimination and harassment in the workplace.

## **More information**

Our EEO programs are reflected in the *Equal Employment Opportunity and Diversity Plan 2001-2004*, which is available on our Intranet. The EEO and Diversity Committee, which has management, staff and union representatives, oversees the effective implementation of the plan and aims to ensure that the principles of EEO and diversity are incorporated into our day to day business.

If you need more information about EEO, workplace diversity, discrimination or harassment, contact your supervisor, next line manager or human resources manager. The Recruitment and EEO Manager is also available to provide advice and can be contacted on (02) 9265 2940.

**Greg Mullins AFSM**  
**Commissioner**  
**1 May 2004**