



POLICY NUMBER 09

DIVERSITY AND INCLUSION POLICY

1.0 INTRODUCTION

Mid West Ports Authority (MWPA) is committed to creating a diverse and inclusive workforce that fosters and contributes to our ongoing success.

Diversity and inclusion refers to *acceptance* and *respect* for the differences between people in our workforce. These differences can include work background, experience, education, age, gender, race, national origin, physical abilities, religious belief, sexual orientation, gender identity and other real and perceived differences.

2.0 POLICY

MWPA is committed to the following diversity and inclusion principles:

- The elimination of all forms of discrimination, harassment and bullying from the workplace.
- Recruitment, promotion and remuneration is consistently based on merit, performance and capabilities.
- Learning, development opportunities and career progression are offered equitably across the organisation.
- The special needs of staff are accommodated by implementing flexible and adaptive working practices.
- Workplace diversity and inclusivity is monitored, reported and celebrated.

3.0 IMPLEMENTATION

This Policy overrides any previous policy, procedure or agreement either written, or verbal relating to matters contained within.

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Mr John Elkington

Chair

A handwritten signature in black ink, appearing to read 'Rochelle Macdonald', written over a horizontal line.

Dr Rochelle Macdonald

Chief Executive Officer

Date Approved: 18 December 2019

Board Meeting Resolution Number: 19/59/005