

Equal Employment Opportunity and Equal Opportunity:

Equal Employment Opportunity:

Quality Hospitality International (QHI) has a responsibility for ensuring that all activities occur in an environment free from direct or indirect discrimination and harassment. In accordance with Federal and State Equal Employment Opportunity legislation, QHI has developed policies and procedures based on the principles of merit and equity.

All staff are expected to take responsibility for fair, non-discriminatory behaviour. Behaviour which is harassing and discriminatory in nature is undesirable, may be unlawful and cannot be tolerated. Employees and contractors should also be aware that harassment and sexual discrimination may also occur through the use of e-mail and the Internet and that it is contrary to QHI's policy.

Any breach of policies in relation to harassment and discrimination will result in disciplinary action being taken against the employee or contractor responsible and may result in termination.

Your cooperation and support is sought to ensure the successful implementation of EEO principles and plans.

Equal Opportunity Policy:

QHI is committed to promoting equal opportunity in education and employment in recognition of global principles of equity and justice.

QHI is committed to the highest quality in teaching, learning, research and a wide range of professional and community activities. It shares the fundamental beliefs of QHI in the value of free and rational inquiry and in the pursuit of knowledge as a key to understanding tolerance, and improvement of the human condition.

We are committed to being fair, equitable and sensitive to the diverse needs of our course participants, employees and contractors, in all our policies and practices and to supporting access by disadvantaged groups with due regard and respect for the sensitivities of all stakeholders.

In order to meet our obligations under this policy, QHI undertakes to promote equal opportunity in all aspects of our activities by eliminating any unlawful direct and indirect discrimination on the grounds of:

- Race, colour, national or ethnic origin, nationality;
- Sex or gender, lawful sexual activity, marital status, pregnancy or potential pregnancy, breastfeeding, status as a parent or carer;
- Religious or political belief or activity, industrial activity;
- Age, physical features, disability (past, present or imputed), medical record.
- Personal association with a person who is identified by reference to any of the above listed attributes; and
- Or any other grounds which the QHI Board shall after due consideration determine to be a basis of discriminatory practice.

QHI will actively promote equal opportunity by:

- Creating an environment where course participants, staff and consultants are able to work effectively, without fear of discrimination or harassment.
- Providing effective mechanisms to resolve equal opportunity-related complaints.

Using non-discriminatory, inclusive language and practices.

Developing and operating programs to increase access and promote success in education and employment for designated under-represented groups in order to overcome disadvantage.

Ensuring that all QHI course participants, staff and consultants have access to benefits and services in an equitable manner;

Consulting stakeholders to ensure positive outcomes; and

Developing, implementing, monitoring and reporting on strategies and plans to encourage use of non-discriminatory, inclusive language and practices.