



## 21. Equity and Diversity



CSIRO Staff Association

This is the twenty-first in a series of fact sheets to assist CSIRO union members better understand and enforce our rights at work. The source of these rights is contained in the new CSIRO Enterprise Agreement 2011-2014 (EA) and relevant legislation.

# Know Your Rights

### **Does the EA commit CSIRO, its staff and unions to preventing and eliminating discrimination at CSIRO?**

Yes. Clause 10b of the EA states ‘The parties and officers bound by this Agreement will seek to prevent and eliminate unlawful discrimination on the basis of race, colour, sex, sexual orientation, gender identity, age, physical or mental disability, relationship or marital status, family responsibilities, pregnancy, religion, political opinion national extraction or social origin.’

### **Which other parts of the EA relate to Equity and Diversity?**

The following clauses in the EA contain provisions which either acknowledge and support diversity or provide mechanisms to promote equity in the workplace.

- Clause 51 Indigenous Employment Strategy
- Clause 55 Equity and Diversity Officers
- Clause 58 Freedom of Association
- Clause 65 Miscellaneous Leave
- Clause 66 Compassionate Leave
- Clause 69 Parental Leave (paid)
- Clause 70 Parental Leave (unpaid)
- Clause 73 Sick and Carers Leave
- Clause 75 Part-time/Job share arrangements
- Clause 76 Return from lengthy absences
- Clause 77 Childcare
- Clause 78 Facilities for nursing mothers
- Clause 82 Phased retirement of mature aged staff

### **What can I do if I witness discrimination in the workplace or feel I am being discriminated against?**

Get advice immediately. Your Equity and Diversity Officer or Staff Association Delegate (if you are a union member) can assist. Your Staff Association Organiser or State/Federal Human Rights Commission can also provide confidential advice to support you.

### **What formal processes are available to address discrimination in the workplace?**

There are a range of processes which can be accessed depending on the circumstances. These include a dispute under the EA, a grievance (although this process does not provide for independent review) or referral and conciliation through a State/Federal Human Rights Commission.