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# ANTI- DISCRIMINATION AND EEO POLICY

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NOVEMBER 14, 2025

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**Bluhart Consulting Pty Ltd**

**Authored by: Bluhart Consulting**

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# Anti-Discrimination and EEO Policy

## Purpose

Bluhart Consulting is committed to creating a workplace that is inclusive, respectful, and free from discrimination, harassment, and victimisation. This policy ensures that all employees, contractors, clients, and candidates are treated fairly, with equal opportunity regardless of personal characteristics.

## Scope

This policy applies to all Bluhart Consulting employees, contractors, job applicants, clients, and any other individuals interacting with the organisation. It covers all aspects of employment, including recruitment, hiring, training, promotion, compensation, termination, and workplace conduct.

## Policy Statement

Bluhart Consulting does not tolerate discrimination, harassment, bullying, or victimisation in any form. We are committed to:

- **Equal Employment Opportunity:** Providing fair and equitable treatment in recruitment, promotion, training, and career development opportunities.
- **Diversity and Inclusion:** Valuing the unique skills, experiences, and perspectives that individuals bring to the workplace.
- **Anti-Discrimination:** Prohibiting discrimination on the basis of race, colour, sex, sexual orientation, gender identity, age, marital or family status, pregnancy, disability, religion, political belief, national or ethnic origin, or any other characteristic protected by law.
- **Harassment-Free Workplace:** Maintaining a work environment free from intimidation, bullying, or harassment of any kind.

## Responsibilities

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- **Leadership:** Managers and leaders are responsible for fostering an inclusive culture, modelling appropriate behaviour, and ensuring compliance with this policy.
  - **Employees:** All employees are expected to treat others with respect and report incidents of discrimination, harassment, or breaches of this policy.
  - **HR Team:** Provides guidance, training, and investigation of complaints to ensure policies are upheld consistently and fairly.

## Reporting and Complaints

Employees or candidates who experience or witness discrimination or harassment are encouraged to report the matter promptly to their manager or the HR team. Reports will be handled confidentially, impartially, and promptly. No individual will face retaliation for raising a concern in good faith.

## Investigation and Resolution

Bluhart Consulting will investigate complaints thoroughly and take appropriate corrective action, which may include counselling, training, or disciplinary measures up to and including termination.

## Training and Communication

We provide regular training to ensure all employees understand their rights, responsibilities, and obligations under this policy. This policy is communicated to all staff and included in onboarding materials for new employees.

## Continuous Improvement

Bluhart Consulting is committed to reviewing and improving policies and practices to promote equity, diversity, and inclusion across the organisation.

## Approval

This policy has been approved by the Executive Team and is effective from 14<sup>th</sup> November 2025.

**Review Date:** Annually

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## Contact Information

Bluhart Consulting Pty Ltd

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