

# Human Rights Promotion Policy (Workplace)

**Policy Name:** *Human Rights & Equal Opportunity Policy*

**Effective Date:** 4 May 2025

**Review Date:** 4 May 2026

**Applies to:** All employees, contractors, and subcontractors of GCT Cleaning Services

## Purpose

This policy affirms GCT Cleaning Services' commitment to upholding the human rights of all individuals in our workplace and ensuring a respectful, inclusive, and non-discriminatory working environment.

## Policy Statement

We recognise and support the *Human Rights Act 2019 (Qld)*, particularly the rights to:

- Recognition and equality before the law
- Protection from discrimination
- Freedom of thought, conscience, religion and belief
- Cultural rights, including those of Aboriginal and Torres Strait Islander peoples

## Commitments

- We promote fair hiring and employment practices based on merit, not background, beliefs, gender, ethnicity, disability, or age.
- We do not tolerate harassment, bullying, or discrimination in any form.
- We provide flexible and inclusive work arrangements where possible, particularly for individuals with caring responsibilities, disability, or health needs.
- We ensure transparent grievance handling processes and safe mechanisms for raising concerns.

## Responsibilities

- **Management** is responsible for promoting and monitoring compliance with this policy.
- **All staff** are expected to treat others with respect, dignity, and fairness.