

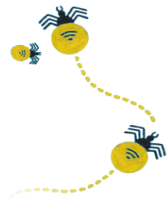
AB Consultancy

The RED Framework supports the creation of positive, respectful, supportive and fair work environments.

We strive for an inclusive workplace, because we know it fosters a culture and environment where Employees better engage through creative and innovative ideas and processes.

A respectful and inclusive service also allows us to better support the diverse community we serve.

Artwork by: Joanne Dwyer and Laura Thompson



AB Consultancy acknowledges the Aboriginal and Torres Straight Islander people, the ancestors and the land on which we stand.

We pay our respects to all Aboriginal Torres Straight Islander people past, and past and recognize their continuing spirit and connection to the land and culture.

Useful links

Government

Australian Human Rights Commission

The Australian Human Rights Commission (AHRC) is an independent third party which investigates complaints about discrimination
Equal and human rights breaches.

<https://www.humanrightscommission.vic.gov.au/home/our-resources-and-publications/brochures/item/905-guideline-for-general-practices-complying-with-the-equal-opportunity-act-2010-when-providing-services>

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1300 289 621



Content source:
**Victorian Equal Opportunity
& Human Rights Commission**



AB Consultancy

Respect, Equity and

Diversity

Commitment

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**Charter
of Rights**
for Children and Young People in Care

Aboriginal Cultural Rights

The Charter protects the fundamental rights and freedoms of all people in Victoria, including Aboriginal cultural rights. The Charter is fundamentally about the relationship between the Victorian government and the community. It requires that all public authorities in Victoria act compatibly with human rights (including cultural rights) and consider them when they make decisions that affect people.

The Charter considers Aboriginal peoples and culture in two ways.

Firstly, it acknowledges in its guiding principles that human rights have a special importance for the Aboriginal people of Victoria, as descendants of Australia's first people, with their diverse spiritual, social, cultural and economic relationship with their traditional lands and waters.

Secondly, Aboriginal cultural rights are protected under section 19(2) of the Charter which states that Aboriginal persons hold distinct cultural rights and must not be denied the right, with other members of their community –

1. to enjoy their identity and culture
2. to maintain and use their language
3. to maintain their kinship ties
4. to maintain their distinctive spiritual, material and economic relationship with the land and waters and other resources with which they have a connection under traditional laws and customs.

Aboriginal cultural rights are also protected by international instruments, including the United Nations Declaration on the Rights of Indigenous Peoples.



Roles and Responsibilities

Management set the culture and tone of the business by:

- Providing leadership on Respect, Equity and Diversity actions:
- Promoting, Respect, Equity, Diversity and the values and Code of Conduct
- Adopting and implementing Respect at Work Policy
- Raising awareness and providing training and
- Actively preventing work bullying by ongoing risk management

Manager and Supervisors contribute to positive culture by:

- Consistently model positive behaviors, respect and courtesy
- Demonstrating personal commitment to Respect, Equity and Diversity principles and AASW & AB Consultancy's Code of Conduct.
- Promoting cultural awareness and the benefits of Respect, Equity and Diversity.
- Actively supporting and encouraging staff to balance

All staff contribute to a positive culture by:

- Treating all staff and others with respect.
- Undertaking work in a way that is fair and inclusive.
- Not tolerating and actively preventing work bullying and discrimination.
- Upholding the AB Consultancy Values and Code of Conduct



What is discrimination?

The [Equal Opportunity Act 2010](#) protects people from discrimination on the basis of their individual attributes in certain areas of public life, and provides redress for people who have been discriminated against.

Our vision:

Our workplaces will be safe and enable people to participate fully by being healthy, engaged and skilled to perform at their best.

Our people will be leaders and innovators in building health and safe workplaces where people can thrive.

Perform at their best and contribute fully to their workplaces and the broader SA community.