

CVP Australia values diversity

We welcome the differences that make each person unique, and recognise the value of the diverse contribution they can make.

CVP Australia ensures equality of opportunity

We ensure our activities will allow all customers, employees, subcontractors and visitors a safe and healthy working environment where individual differences are respected and valued.

CVP Australia applies a zero tolerance policy

CVP Australia will not tolerate any form harassment or discrimination.

Harassment includes any behaviour that is not perceived fit or is unwelcome and therefore makes the environment uncomfortable for others. CVP Australia will not tolerate harassment in any form, including but not limited to offensive comments, humiliation, intimidation, threats, jibes, remarks, jokes, emails, magazines & other literature, music, photographs or films.

Discrimination includes treating others unfairly or inappropriately because of their differences. CVP will not tolerate discrimination in any form, including but not limited to discrimination on the grounds of age, ethnicity, gender, impairment, industrial activity, lawful sexual activity, marital status, parental/carer status, personal association, physical features, political belief or activity, pregnancy, race, religious belief or activity.

Any incidence of harassment and/or discrimination should be pointed out to the perpetrator, highlighting the effects of their behaviour and the possible consequences. Should harassment and/or discrimination then continue, all incidences of harassment and/or discrimination are to be reported immediately to the line manager of the person involved, or to the CVP management team at the first opportunity.

Complaints of harassment and/or discrimination will be investigated swiftly, and if substantiated will lead to disciplinary action against those involved.