

Diversity, Equity, and Inclusion Policy – Rubix Solutions Pty Ltd

OUR COMMITMENT

Rubix Solutions fully embraces diversity and is dedicated to promoting its advantages in all business endeavors. We aspire to foster a corporate culture that reflects this belief. To achieve this, we will broaden our recruitment channels to ensure a diverse pool of employees and candidates. Additionally, we are committed to supporting our clients in achieving their diversity goals.

At Rubix Solutions, diversity is a cornerstone of our values. We are committed to fostering diversity among all employees, workers, and applicants. We continuously assess our recruitment practices to prevent any form of unlawful discrimination. Our principle is to treat everyone equally, without discrimination based on any "protected characteristic" outlined in the Equality Act 2010, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Discrimination based on Trade Union membership or non-membership is also prohibited. Every member of our staff is expected to adhere to and uphold this policy. Rubix Solutions is dedicated to providing comprehensive training on equal opportunities and diversity for all employees. We are committed to eliminating unnecessary requirements that could disproportionately exclude specific groups of people and refrain from prescribing discriminatory criteria for any role.

Rubix Solutions will not engage in unlawful discrimination when selecting candidates or temporary workers for vacancies or assignments, or when determining any terms of employment or engagement for temporary workers. Each candidate will be evaluated based on their merits, qualifications, and ability to fulfill the duties of the role.

DISCRIMINATION

Under the Equality Act, unlawful discrimination encompasses the following:

Direct Discrimination: Occurs when someone is treated unfavorably due to a protected characteristic. This includes situations where an individual is assumed to have a protected characteristic or is associated with someone who does.

Indirect Discrimination: Arises when a provision, criterion, or practice results in a disadvantage for individuals with protected characteristics. Indirect discrimination can be justified if it serves a legitimate purpose.

Rubix Solutions will not accept instructions from clients that would lead to unlawful discrimination. We will ensure that all our practices and interactions adhere to the Act's guidelines.

HARASSMENT

Harassment, as defined by the Act, involves unwanted conduct related to a protected characteristic that violates an individual's dignity or creates a hostile environment. Rubix Solutions is committed to maintaining a harassment-free workplace and will not tolerate any form of harassment by its consultants.

Examples of prohibited harassment include verbal or written derogatory remarks, unwanted sexual advances, offensive visual materials, physical misconduct, and retaliation against those who report harassment.

Any individual who believes they have experienced harassment should report it immediately to their line manager. Rubix Solutions will conduct a thorough investigation and take remedial action if harassment is confirmed.

VICTIMISATION

Victimisation occurs when someone is treated unfavourably due to engaging in a protected act, such as raising a discrimination complaint. Rubix Solutions will ensure that no individual faces victimisation for exercising their rights under the Act.

DISABILITY

Rubix Solutions is committed to preventing discrimination against individuals with disabilities. We will make reasonable adjustments in recruitment and selection processes to accommodate their needs. However, adjustments may not always be feasible under certain circumstances.

AGE DISCRIMINATION

Rubix Solutions prohibits direct or indirect discrimination, harassment, or victimization based on age. We encourage clients to focus on competence and skills rather than age when recruiting. Age requirements will not be included in job advertisements.

PART-TIME WORKERS

Part-time employees at Rubix Solutions will receive fair treatment comparable to full-time employees, including benefits and training opportunities.

GENDER REASSIGNMENT POLICY

We support employees undergoing gender reassignment and will protect them from discrimination or harassment. Employees facing challenges due to gender reassignment will be offered alternative roles within the company.

RECRUITMENT OF EX-OFFENDERS

We adhere to the Disclosure and Barring Service's Code of Practice for the recruitment of ex-offenders when applicable.

COMPLAINTS AND MONITORING

Rubix Solutions has established procedures to monitor compliance with this policy and address discrimination complaints promptly. These procedures are available upon request from the Operations Director. Every discrimination complaint will be thoroughly investigated.

Matthew Huddle – Director
Rubix Solutions Pty Ltd

A handwritten signature in black ink, appearing to read 'M. Huddle', with a long horizontal flourish extending to the right.

20/03/2024