



# Indigenous policy

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Owner: GM Organisational Development

## Background

At **nbn** we are committed to recognising and respecting the needs of Indigenous Australians.

At **nbn** we are collaborative and authentic. We harness the diversity within and between teams and play to each other's strengths and we are honest about issues and ourselves – we speak up, give and receive feedback and don't misuse any position of power.

## Purpose

This policy sets out **nbn's** commitment to Indigenous Australians and the programmes that will be implemented and the actions taken to make a positive contribution toward supporting Indigenous Australia.

## Scope

This policy applies to all employees, contractors, and consultants at **nbn**. This policy will be applied in all **nbn** workplaces.

## Policy

The following principles guide the scope and focus of this policy and are used to guide the development of Indigenous programs and plans at **nbn**:

- Valuing the contribution that can be made by Indigenous Australians to **nbn's** workplace
- Promoting cultural diversity within **nbn** by assisting all employees to better appreciate Indigenous cultures
- Understanding and adhering to cultural protocols by respecting the customs of Indigenous people and their communities

**nbn** will align with Australian government policy to drive Aboriginal & Torres Strait Islander (ATSI) employment and business opportunities.

We will achieve increase the participation rate of ATSI employees across the company by:

- Facilitating ATSI employment opportunities based on ability, performance and potential through:



- Basing decisions on employment so as to further the principle of equal employment opportunity
- Engaging and retaining ATSI workforce (e.g. establishment of support groups for relevant groups of like-minded individuals)
- Increasing participation by ATSI in the **nbn** workforce
- Working with government and community bodies in establishing initiatives in parallel with **nbn**'s rollout plan to engage the Indigenous communities and employ ATSI workers
- Engagement of ATSI talent through the targeted use of external scholarships/internships and graduate hiring
- Building an Indigenous tolerant workplace by taking action against inappropriate workplace and business behaviour that does not value diversity including discrimination, harassment, bullying, victimisation and vilification.

## Roles and responsibilities

Managers are responsible for:

- Ensuring that the principles outlined in this policy are applied in the workplace
- Ensuring all decisions relating to appointment, promotion and career development are made in accordance with the principles outlined in this policy
- Providing an inclusive environment that celebrates and recognises the contributions made by Indigenous employees
- Considering all requests will help promote of the objectives of this policy and make reasonable accommodations to these requests
- Ensuring their team members are aware of and behave in accordance with **nbn**'s Indigenous Policy.

Employees are responsible for:

- Complying with the provisions of the Indigenous Policy
- Treating all colleagues and customers with respect and professionalism
- Informing their Manager of any breach or potential breach of the Indigenous Policy.

The Human Resources team is responsible for:

- Ensuring all Managers and employees are made aware of their obligations and responsibilities in relation to Indigenous employment policies and programmes and the behaviours expected by **nbn**
- Providing ongoing support and guidance to all employees in relation to **nbn**'s Indigenous Policy, principles and practice.



## More information

Please contact your Manager or the Human Resource Support Centre if you require additional information in relation to this policy.

## Related policies

- Diversity
- Code of conduct
- Equal employment opportunity
- Recruitment and selection

*GM Organisational  
Development  
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