

Equity, Diversity and Inclusion

The Know Your Rights series of fact sheets assist CSIRO union members better understand and enforce our rights at work. The source of these rights is the CSIRO Enterprise Agreement 2017-2020 (EA) and relevant legislation.

1) Does the EA commit CSIRO's Executive, staff and the Staff Association to preventing and eliminating discrimination at CSIRO?

Yes. Clause 9 of the EA states: 'The parties to this Agreement will seek to prevent and eliminate bullying and workplace discrimination on the basis of race, colour, sex, sexual orientation, gender identity, age, physical or mental disability, relationship or marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin.'

2) Which other parts of the EA relate to Equity and Diversity?

The following clauses in the EA contain provisions which either acknowledge and support diversity or provide mechanisms to promote equity in the workplace:

- Clause 34 - Supported Wage System
- Clause 46 - Management accountability
- Clause 50 - Indigenous Employment Strategy
- Clause 53 - Equity Contact Officers
- Clause 56 - Freedom of Association
- Clause 62 - Miscellaneous Leave
- Clause 64 - Compassionate Leave
- Clause 67 - Parental Leave (paid)
- Clause 68 - Parental Leave (unpaid)
- Clause 71 - Sick and Carer's Leave
- Clause 73 - Part-time/Job share arrangements
- Clause 74 - Return from lengthy absences
- Clause 75 - Childcare
- Clause 76 - Facilities for nursing mothers
- Clause 80 - Phased retirement of mature aged staff

3) What can I do if I witness discrimination in the workplace or feel I am being discriminated against?

Get advice immediately. Your Equity Contact Officer or Staff Association delegate or organiser (if you are a union member) can assist.

4) What formal processes are available to address discrimination in the workplace?

There are a range of processes that can be accessed depending on the circumstances. These include a dispute under the EA, a grievance or referral and conciliation through a State/Federal Human Rights Commission.

5) What does the Staff Association do to promote diversity and inclusion in the workplace?

The Staff Association leads and facilitates member participation in a range of diversity and inclusion campaigns and initiatives, including:

- Women in science and CSIRO and International Women's Day events on 8 March.
- First Nations Workers Alliance nationally and Indigenous employment in CSIRO, including cadetships.
- Equal rights and conditions in the EA for LGBTI employees and active support for the Pride@CSIRO network.
- Career advice and support for staff from culturally and linguistically diverse backgrounds.

Please contact us at csstaff@cpsu.org.au if you identify with a diversity group and if you would like to get involved with any of the above initiatives.

CSIRO Staff Association membership is open to all. For more information about joining talk to your local organiser, email csstaff@cpsu.org.au or visit www.cpsu-csiro.org.au

KNOW YOUR RIGHTS

Important points

- The Staff Association is committed to achieving greater equity, diversity and inclusion at CSIRO. Membership is open to all eligible CSIRO staff.
- CSIRO management and the union have agreed to 'prevent and eliminate... discrimination on the basis of race, colour, sex, sexual orientation, gender identity, age, physical or mental disability, relationship or marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin.'
- Some 15 clauses of the Enterprise Agreement (EA) support or acknowledge workplace diversity at CSIRO.
- The Staff Association leads a number of campaigns to promote diversity at CSIRO. Find out more by emailing csstaff@cpsu.org.au



**CSIRO STAFF
ASSOCIATION**



CSIRO STAFF ASSOCIATION

APPLICATION FOR MEMBERSHIP

I apply for membership of the CSIRO Staff Association (a section of the CPSU) and declare that the information provided is true and correct and agree that if admitted, I will abide by the Constitution and Rules of the Union.

CSIRO IDENT: _____ **DR/MR/MRS/MS/MISS/Other** (Circle one) **FIRST NAME:** _____

SURNAME: _____ **D.O.B:** _____ **M/F/Unspecified** (Circle One)

FLAGSHIP/BUSINESS UNIT: _____

SITE NAME: _____ **BUILDING:** _____ **CSOF LVL & STEP:** _____

TENURE (Indefinite or Specified): _____ **FULL or PART TIME** (Circle one) **ATSI origin YES/NO**(Circle one)

HOME ADDRESS: _____

POSTAL ADDRESS: _____

WORK EMAIL: _____

HOME EMAIL: _____

PH (Mob): _____ **(Work):** _____ **(Home):** _____

SIGNATURE: _____ **DATE:** _____

Please complete the next section of the form, then hand to your delegate or organiser, or email to csstaff@cpsu.org.au

FOR YOUR INFORMATION

To be financial, a member must have paid all subscriptions and all other amounts owed within 30 days of becoming due. In order to resign from the union, a member must give 2 weeks notice, in writing, to the union.

Privacy Statement: The CPSU uses members' personal information for membership management and services. Any personal information collected will only be used for this or a directly related purpose. In that context, we may contact you at a later date. Your personal information will not be disclosed to anyone or any organisation outside of the CPSU unless you consent or we are required to do so by law. You can access our privacy policy and any information we hold about you by calling 1300 137 636 8am to 8pm (AEST) Monday to Friday.

AUTHORISATION FOR PAYROLL DEDUCTION

TO: THE CSIRO PAY OFFICER

Please credit 0.60% of my salary to MEMBERS AND EDUCATION CREDIT UNION (MECU)/LABORATORY CREDIT UNION (LCU) from the first available pay period after receipt of this authority. This is in addition to previous authorities for deductions to MECU/LCU and should remain in force until further notice.

The amount to be deducted and credited to MECU/LCU may be varied from time to time and the amount of variation shall be as certified and advised to you by the CSIRO Staff Association office.

CSIRO IDENT: _____ **FIRST NAME:** _____ **SURNAME:** _____

D.O.B: _____ **CSOF LVL/STEP:** _____ **LOCATION:** _____

SIGNATURE: _____ **DATE:** _____