



1. OVERVIEW

MEGT (Australia) Ltd (MEGT) provides quality employment, education and training services for all Australians and is an Equal Opportunity Employer with a strong commitment to progressing possibilities, status and outcomes for Indigenous Australian peoples.

2. SCOPE

This policy applies to all staff employed by MEGT (Australia) Ltd including sessional, contract and casual staff.

3. POLICY

MEGT commits to advocating and providing services that will improve the serious social and economic disadvantage experienced by some Aboriginal and Torres Strait Islander people.

MEGT acknowledges and promotes equal rights and equal respect for all people and will progress reconciliation through demonstrating respect for Aboriginal and Torres Strait Islander people, their history, land and culture.

MEGT will increase awareness of Aboriginal and Torres Strait Islander cultures within the organisation, to its clients and the wider community.

4. PROTOCOLS

MEGT demonstrates respect for Aboriginal and Torres Strait Islander cultures by engaging in protocols around Acknowledgement of Country and Welcome to Country at appropriate significant events e.g. graduation ceremonies, conferences and launches of initiatives.

4.1 Acknowledgement of Country

Acknowledgement of Country demonstrates awareness and respect for Aboriginal and Torres Strait Islander culture and heritage and the ongoing relationship the Traditional Owners have with their land. It should be used at the commencement of the meeting or function, when the chair or a speaker begins by acknowledging the meeting is taking place in the country of the Traditional Owners. Where the name of the Traditional Owners is known, it is specifically used. Where it is not known, a general acknowledgement is given.

Examples of Acknowledgement of Country

I would like to acknowledge the _____ people who are the Traditional Owners of this land. I would also like to pay respect to Elders both past and present of the _____ nation and extend that respect to other Aboriginal people present.

or

I would like to pay my respect and acknowledge the Traditional Owners of the land on which this meeting takes place, and also pay respect to Elders both past and present.

4.2 Welcome to Country

At times, a Welcome to Country may also be considered appropriate. Welcome to Country is delivered by a Traditional Owner, or Aboriginal or Torres Strait Islander people who have been given permission from a Traditional Owner, who welcomes people to their land through speech, song, dance or ceremony. A fee is usually payable for this service.



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If used, a Welcome to Country should occur as the first item in any formal program and does not replace an Acknowledgement of Country i.e. following a Welcome to Country by a Traditional Owner, subsequent speakers may also include an Acknowledgement of Country.

5. RELATED DOCUMENTS

- Equal Opportunity and Diversity Policy
- Code of Conduct
- Privacy Policy
- Unacceptable Workplace Behaviours Guideline
- Reconciliation Action Plan
- Diversity Employment Plan

6. RESPONSIBILITIES

6.1 General Manager People & Safety

The General Manager People & Safety, or a People & Safety team member designated by the General Manager People & Safety, will develop, review, communicate, issue and monitor the effectiveness of this policy, seek opportunities for improvement and amend as necessary.

6.2 Managers

All managers are to implement and ensure employees and contractors working under their control understand and comply with the policy.

7. BREACH OF POLICY

A breach of any MEGT policy may have unintended and harmful consequences. Breaches of this policy may lead to disciplinary action being taken, including dismissal in serious cases.

8. COMMUNICATION

This policy is available on the MEGT Intranet site.

9. REVIEW

This policy will be reviewed every two years or sooner if requested by management.

END OF DOCUMENT