



• Since 1973 •

AACMA

GENDER EQUITY POLICY

AACMA believes that gender equity is an important principle, and that a culture which is diverse, equitable and inclusive benefits both our employees, members and the organisation.

AACMA recognises there is a gender imbalance within our profession and the broader community.

AACMA is committed to removing any barriers that exist and ensuring equity and fairness for all genders, to ultimately achieve improved gender equality.

Our organisation

- Is built on a gender inclusive culture that empowers our people and harnesses their differences to our performance.
- Will model and advocate for gender equity in the broader profession.

Our leaders

- Hold themselves accountable for gender and other diversity outcomes.
- Consistently demonstrate inclusive leadership behaviours.
- Lead by example and act as role models for our culture and values.

Our people

- Help create an inclusive, productive workplace.
- Engage fully, trusting their contribution will be recognised and rewarded.
- Understand and respect individual differences and collaborate more effectively.
- Are ambassadors and recommend us as an inclusive place to work.

What does gender equity mean?

Gender equity means that all employees can access and enjoy the same rights responsibilities resources and opportunities regardless of gender.

At AACMA our aim is for:

- employees to have equal remuneration for work of equal value;
- employees to have equal opportunities and access to both formal and informal opportunities for development and growth;
- employees to have every opportunity to apply for roles, and appointment to roles to consider gender blind selection;
- workplace flexibility to be clearly defined, communicated and applied to all, equally;
- the removal of barriers to the full and equal participation in the workforce, and to address any gender bias in our organisation;
- gender issues to be considered in our planning, policy development and events, and employees to have an understanding of the issues related to gender equity;
- strategies that encourage the recruitment, retention and progression of women and gender diverse people to be supported.

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