



## **POLICY** Freedom of Association

**Wiley has a firm commitment to protect the health and safety of our people.**

**SCOPE** - This policy applies to Wiley employees and contractors.

**RESPONSIBILITY** - Leaders, managers, and employees have responsibility to conform to this policy.

### **METHODOLOGY AND CONSIDERATIONS**

#### **What is freedom of association?**

Freedom of association is protected by the Fair Work Act 2009 and covers:

- Freedom to choose whether or not to join a union or employer association
- Protection from discrimination or victimisation due to membership or non-membership of a union or employer association
- Entitlements to compensation when freedom of association rights are infringed

Under the Fair Work Act it is unlawful for a person to take or threaten adverse action because a person is or is not:

- A member of a union
- Engaging in industrial activity
- Exercising a workplace right

Adverse action covers activities such as dismissal, terminating a contract, refusing to employ or engage a person, discrimination and organising or taking industrial action.

#### **Actions that do not breach freedom of association**

Legitimate and reasonable management actions and business processes, such as, actions taken to transfer, demote, discipline, redeploy, retrench or dismiss an employee are not considered to be breaching freedom of association, provided these actions are conducted in a reasonable and lawful way.

#### **Responsibilities of employees**

Wiley requires all employees to comply with this policy, be intolerant of unacceptable behaviour, maintain privacy during investigations and to immediately report incidents of potential breaches of freedom of association to your Team Leader or any member of Management.



**Robert Barron** | Wiley - Chief Executive Officer