



**Australian Government**

# **DEFGEN006 Work with equity and diversity**

**Release: 2**

# DEFGEN006 Work with equity and diversity

## Modification History

Release 2. Modifications made to Foundation Skills and Assessment Conditions.

Release 1. This unit was released in DEF Defence Training Package release 1.0 and meets the Standards for Training Packages.

This unit supersedes and is equivalent to DEFEQ001C Work with equity and diversity.

- Unit code updated
- Content and formatting updated to comply with new standards
- All PC transitioned from passive to active voice

## Application

This unit describes the skills required to apply the principles of equity and diversity in the workplace. This includes recognising individual differences in the workplace, valuing these differences and adjusting own behaviour to account for these differences.

This unit was developed for those working in any field as a Defence member but may be relevant to others.

The skills and knowledge described in this unit must be applied within the legislative, regulatory and policy environment in which they are carried out. Organisational policies and procedures must be consulted and adhered to.

Those undertaking this unit would work under direct supervision, while performing specific tasks, in a range of contexts.

No licensing, legislative or certification requirements apply to unit at the time of publication.

## Pre-requisite Unit

Not applicable

## Competency Field

General

## Unit Sector

Not applicable

## Elements and Performance Criteria

### ELEMENTS

Elements describe the essential outcomes.

#### **1 Recognise individual differences**

#### **2 Demonstrate respect for individual differences**

### PERFORMANCE CRITERIA

Performance criteria describe the performance needed to demonstrate achievement of the element.

**1.1** Acknowledge differences in accordance with workplace equity and diversity principles.

**1.2** Apply equity and diversity principles.

**1.3** Identify and apply legislative and statutory requirements.

**2.1** Ensure personal behaviour shows sensitivity to the differences.

**2.2** Ensure personal conduct complies with workplace equity and diversity standards.

**2.3** Identify and access available support.

**2.4** Adjust communication styles to reflect equity and diversity standards.

## Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

## Range of Conditions

Range is restricted to essential operating conditions and any other variables essential to the work environment.

Non-essential conditions may be found in the Companion Volume Implementation Guide.

## Unit Mapping Information

This unit supersedes and is equivalent to DEFEQ001C Work with equity and diversity.

## Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=6bdbab1e-11ed-4bc9-9cba-9e1a55d4e4a9>

