**Age Friendly Workplace Statement**

19 November 2014

The Australian Human Rights Commission is committed to promoting and providing an age friendly workplace in which:

* flexible work arrangements apply to all employees regardless of age
* lifelong learning is encouraged and everyone can access learning and development opportunities
* everyone is engaged and promoted based on merit
* everyone is respected for their skill, experience and knowledge and we support opportunities to learn from each other in all these areas (not just one way skills transfer)
* employees can decide if and when they want to leave the workforce
* accessibility is paramount and reasonable adjustment is provided, when required
* health and well-being activities are varied and open to everyone
* an age-friendly lens is applied to our all workplace policies
* everyone has a voice that is heard
* age friendly terminology is used in workplace communications
* flexible work patterns are available that support transition into or away from the workforce
* our workforce reflects the Australian population and positively reinforces age diversity
* the diversity of our workforce is regularly monitored to ensure that any potential barriers to employment are identified and addressed