

Australian Kookaburra Kids Foundation Commitment to Positive Duty

At Australian Kookaburra Kids Foundation (AKKF), we are committed to fostering a workplace that is safe, respectful, inclusive, and free from discrimination and harassment. As an organisation dedicated to empowering young people to thrive beyond the impacts of family mental illness, we recognise our responsibility to proactively promote a culture where respect, equity, and psychological safety are embedded in everything we do.

We embrace a zero-tolerance approach to discrimination, sexual harassment, and workplace hostility. Respect and inclusion are fundamental to our organisational culture, extending beyond legal compliance to shape the way we lead, engage, and interact. These commitments reflect our core values of Connection, Commitment, Collaboration, and Integrity.

AKKF takes deliberate and proactive steps to cultivate a workplace where discrimination and harassment are prevented before they can occur. This includes educating our people, setting clear expectations, and ensuring leadership accountability to uphold a culture of integrity and safety. Every leader at AKKF is expected to model appropriate behaviour, reinforce respectful workplace practices, and actively create an environment where everyone feels valued and empowered.

We actively encourage a speak-up culture, where all employees and volunteers are supported to raise concerns, share feedback, and contribute to a safe and inclusive workplace. Clear and accessible mechanisms are in place to ensure concerns are handled fairly, confidentially, and with care, while providing appropriate support to those affected.

AKKF is committed to continuous learning and improvement. We regularly review our policies and workplace practices to keep them effective, responsive, and aligned with best practice standards. We acknowledge that workplace experiences differ, and eliminating discrimination and harassment requires an approach that is both proactive and adaptable.

This commitment is embedded in every aspect of our organisation, shaping the way we lead, engage, and support one another. We expect all members of the AKKF community to uphold these principles and contribute to a workplace where respect, inclusion, and safety are not just expected, but actively reinforced every day. Together, we will continue to ensure an environment where integrity, accountability, and care define our culture.

Signed by:

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Sean O'Halloran

Managing Director – Australian Kookaburra Kids Foundation