

# Workplace Equity and Diversity Policy



## Purpose

To promote and support an environment which values and affirms equal opportunity, diversity and inclusivity in accordance with universal principles of equity, fairness and social justice, whilst ensuring that the organisation complies with its legal responsibilities in accordance with relevant legislation

## Policy

The Organisation is committed to equal employment opportunity and ensuring workplace culture encourages diversity.

The Organisation principles are to:

- provide equal employment opportunity to all prospective and current staff and volunteers
- promote a fair work environment
- comply with all relevant anti-discrimination legislation
- create and maintain an environment in which diversity is valued and human dignity respected
- promote a work culture free of discrimination, bullying, harassment, vilification and victimisation.

These principles will be applied to situations including but not limited to the following:

- recruitment and selection
- promotion or temporary higher duties
- performance management processes, including supervision and appraisal
- access to professional development and training
- working conditions and access to benefits
- reimbursement or compensation.

The Organisation may establish positions targeted to particular groups in order to meet the diverse needs of our service users and community. The Organisation will ensure the adoption and implementation of appropriate protocols in the establishment and recruitment of these positions, to meet legislative obligations and advance the organisations vision and mission.

## Affirmative Action

The Organisation is committed to adopting affirmative action strategies where appropriate, in accordance with legal requirements.

<b>Ratified by</b>	Board
<b>Person responsible</b>	Chief Executive Officer
<b>Version</b>	V1.1

**Policy context:** This policy relates to

Legislation

*Disability Services Act NSW 2006*  
*Disability Inclusion Act QLD 2014*  
*Anti-Discrimination Act NSW 1977*  
*Anti-Discrimination Act QLD 1991*  
*Fair Work Act 2009*

**Documentation**

Documents related to this policy

Related Policies &  
Procedures:

Values, Vision and Mission  
Legal and Contractual Compliance  
Recruitment and Selection  
Disciplinary  
Grievance  
Performance and Conduct Management  
Conflict of Interest  
Workplace Harassment