

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

Third Sector Australia (3SA) is committed to equal employment opportunity and ensuring workplace culture encourages diversity.

3SA 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.

3SA may establish positions targeted to particular groups in order to meet the diverse needs of our service users and community. 3SA 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

3SA is committed to adopting affirmative action strategies where appropriate, in accordance with legal requirements.



Last reviewed	June 2017
Review date	June 2019
Ratified by	3SA Board
Person responsible	Chief Executive Officer
Version	

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

Related Forms and Guidelines

