

## Anti-discrimination policy

<b>Applies to: All Staff</b>
<b>Specific responsibility: Board of Management</b>

<b>Review Date: 28.10.16</b>
<b>Version: 7</b>
<b>Date approved: 5.11.14</b>
<b>Next review date: 5.11.15</b>

<b>Policy context:</b> This policy relates to	
Standards or other external requirements	QIP Standards 1.3 Human Resources RACGP 4th edition Standards 4.1.1, 3.1.3
Legislation or other requirements	<ul style="list-style-type: none"> <li>• CATSI ACT 2009</li> <li>• Fair Work Act 2009 (Cwlth) <a href="http://www.fairwork.gov.au/employment/national-employment-standards/pages/default.aspx">http://www.fairwork.gov.au/employment/national-employment-standards/pages/default.aspx</a></li> <li>• [The Social, Community, Home Care and Disability Services Industry (Federal) Award 2010/other award]</li> <li>• Occupational/Workplace Health and Safety Act, NSW</li> <li>• Workers' Compensation Act, NSW</li> <li>• Commonwealth EEO and Anti-discrimination: Racial Discrimination Act 1975, Sex Discrimination Act 1984, Human Rights and Equal Opportunity Commission Act 1987, Disability Discrimination Act 1992 and Age Discrimination Act 2004, Equal Opportunity for Women in the Workplace Act 1999</li> <li>• Whistle-blowers'/Protected Disclosures Act, date, State</li> </ul>
Contractual obligations	Employee Contract

## Policy

South Coast Women's Health and Welfare Aboriginal Corporation (herein known as Waminda) Waminda does not discriminate on the basis of:

- Race (including colour, nationality and ethnic origin).
- Family status including marital status and responsibilities as a carer.
- Sexual orientation and lawful sexual activity.
- Age.
- Gender and gender identity.
- Physical features.
- Political beliefs or activity.

- Religious beliefs or activity.
- Breastfeeding.
- Impairment including physical, intellectual or psychiatric.
- Pregnancy or potential pregnancy.
- Political opinion or activity.
- Criminal record.
- Union membership or industrial activity.
- Personal association with a person with any of the above characteristics.

## Procedure

As with our Service's Bullying & Harassment policy, any behaviour which is discriminatory is unacceptable. This includes racist, sexist or ageist remarks and making fun of people's differences. Discriminatory behaviour will lead to disciplinary action and may result in termination of employment.

This Service will take all reasonable steps to ensure all policies, procedures and Service s comply with Equal Employment Opportunity principles.

Employees are encourage to report any incidences of discrimination and are to notify their operational supervisor and or CEO. (please refer to Cyber Bullying and Cyber Harassment, Grievance Procedure and the Disciplinary Policy).

### Documentation

Documents related to this policy	
Related policies	<ul style="list-style-type: none"> <li>• <a href="#">Summary of Employment Conditions, Awards &amp; Entitlements</a></li> <li>• <a href="#">Cyber Bullying and Cyber Harassment</a></li> <li>• <a href="#">Employee Induction</a></li> <li>• <a href="#">Employee Presentation</a></li> <li>• <a href="#">Equal Employment Opportunity, Bullying &amp; Harassment</a></li> <li>• <a href="#">Family/Friendly Workplace Policy</a></li> </ul>
Forms, record keeping or other organisational documents	<ul style="list-style-type: none"> <li>• <a href="#">Employee Induction Checklist</a></li> <li>• <a href="#">Employee Contract</a></li> <li>• <a href="#">Awards and Conditions</a></li> </ul>

Reviewing and approving this policy		
Frequency	Person responsible	Approval

Reviewing and approving this policy		
every 2 years	Human Resources Manager	Board of Management

Policy review and version tracking			
Review	Date Approved	Approved by	Next Review Due
1	5-11-14	Board of Management	5-11-16
2			
3			