

1.11 Equal Opportunity Policy

1. Purpose

The purpose of this policy is to ensure that the Aldinga Community Centre's decision, services and programs meet the legal requirements which protect against unlawful discrimination and promote equality of opportunity.

2. Responsibilities

It is the shared responsibility of the Centre's Board and Community Development Officer (CDO) to ensure that this policy is implemented.

3. Principles

It is unlawful to discriminate against people because of their particular personal characteristics or because they belong to a certain group.

4. Definitions

Unlawful discrimination – treating someone unfairly because of their age, sex, chosen gender, race, disability, sexuality, marital or domestic partnership status, pregnancy, association with child, caring responsibilities, identity of spouse or religious dress.

Sexual harassment – sexual behaviour which makes someone feel offended, afraid or humiliated.

Victimisation – treating people unfairly (including retaliating or disadvantaging someone) because they have used the equal opportunity laws.

Whistleblowing – reporting to the authorities information which is in the public interest (including information about risks to health and safety or the environment, illegal activities, waste of public monies or misused resources).

5. Policy

We believe in building an inclusive culture where all people are welcomed at our Centre irrespective of their age, sex, chosen gender, race, disability, sexuality, marital or domestic partnership status, pregnancy, association with child, caring responsibilities, identity of spouse or religious dress.

The following strategies underpin building an inclusive culture:

Access – the Centre will make services and programs available to everyone who is entitled to them, free of any form of unlawful discrimination.

Equity – the Centre will develop and deliver services on the basis of fair treatment of all those users/clients who are eligible to receive them.

Communication – the Centre will use all necessary strategies to inform the community of the services and programs available, their entitlements, and how they can obtain them. The Centre will also consult with Centre users and the community regularly about the adequacy, design and standard of services and programs.

Responsiveness – the Centre will be sensitive to the needs and requirements of people from diverse linguistic and cultural backgrounds, and be responsive as far as practicable to the particular circumstances of individuals.

Effectiveness – the Centre will be focused on meeting the needs of people from all backgrounds.

Efficiency – the Centre will optimise the use of available community resources through a user-responsive approach to its work that meets the needs of the community.

Accountability – the Centre will have a reporting mechanism in place which ensures it is accountable for implementing access and equity objectives for our community.

The Centre will:

- take all reasonable steps to build inclusion and to prevent discrimination, harassment or victimisation
- respond quickly, seriously and effectively to complaints about discrimination, harassment or victimisation
- support those who have been discriminated against, harassed or victimised.

6. Approvals

	Policy	Procedure
Approving Authority	Board of Management	Board of Management
Approval Date	21 st September 2017	21 st September 2017
Next Review Due	September 2018	September 2018