



Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation

Date of last amendment : 06/06/2022

Equal opportunity and human rights policy

Management does not condone, and will not tolerate, any form of discrimination. Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation has a firm commitment to equal opportunity principles and this policy has been formulated so that:

1. All employees can be reassured that management is concerned with their welfare.
2. All employees are aware of the meaning of discrimination.
3. Any affected parties are informed on the type of remedial action they may take.
4. All employees are informed of their responsibilities to prevent discrimination.
5. Staff are informed of the legal consequences of allowing discrimination to occur and continue.
6. This policy is made to be in accordance with the standards of the Australian Human Rights Commission.

The law:

It is unlawful to discriminate on the basis of:

1. Age.
2. Disability.
3. Industrial activity.
4. Sexual orientation.
5. Gender identity.
6. Marital, parental or carer status.
7. Physical features.
8. Political beliefs or activity.
9. Pregnancy.
10. Race.
11. Religious belief or activity.
12. Sex.
13. Personal association with a person who is identified by reference to any of the above attributes.

Equal opportunity and human rights:

Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation is an equal opportunity employer.

Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation is committed to equal opportunity in the workplace for all its employees and will continue to develop equal opportunity practices and programs compatible with its responsibilities. It is the intention and expectation of Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation that all decisions affecting employment and career development, including those associated with hiring, training, promotion, transfer, development activities and general work

conditions will be based upon the principles of merit and equity.

The fundamental criteria of merit are work performance, aptitude, qualifications, competencies, abilities, skills, knowledge, motivation, experience and perceived developmental potential.

This commitment is consistent with the intent of human rights and equal opportunity, anti-discrimination, sex discrimination, racial discrimination, racial and religious tolerance and disability legislations in Australia.

The policy is based upon the principle that all employees are employed or promoted according to merit.

Discrimination:

Discrimination occurs where one person treats, or proposes to treat, someone with one of the above attributes less favourably than a person who does not have the attribute, in an area of public life. Discrimination may be based on the presumption that a person has or had an attribute, or upon the actual knowledge that a person has or had an attribute.

Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation acknowledges that it has a responsibility to create an employment environment free from discrimination. It will ensure that its structures and practices are free from direct or indirect discrimination based on age, gender, marital status, carer status, pregnancy and breastfeeding, parenthood, physical features, sexuality, sexual orientation, gender identity, social and economic circumstances, race, disability, mental health, religious and political beliefs and activities, industrial activity and personal association with a person who could be discriminated against. Employees should be aware that discrimination of any kind will not be tolerated and will result in disciplinary action which may include termination of employment.

Discrimination can be direct or indirect:

Direct discrimination is treating or proposing to treat a person less favourably on the basis of one of the above attributes, regardless of the motive and whether they are aware of the discrimination or consider the treatment less favourable.

Indirect discrimination is unreasonably imposing or proposing to impose a requirement, condition or practice that can only be complied with by a higher proportion of people without the attribute. Indirect discrimination can occur when a requirement, condition or practice, which appears to be neutral, in fact has a disproportionately negative impact on a particular group.

Discrimination is illegal

Several acts of both state and federal parliament render discrimination in the workplace unlawful and subject to legal action and prosecution.

Employment of new staff:

Management will endeavor to choose the most appropriate candidate to do the job based on merit, that is, the extent of which the applicant has abilities, aptitude, skills, qualifications, knowledge, experience, characteristics, and personal qualities relevant to carrying out the duties in question.

Management will ensure terms and conditions of employment are free from discrimination. This includes ensuring that staff are not subjected to harassment through verbal or physical behaviour based on their age, pregnancy, race, religion, gender, sexuality, physical or mental impairment which has the effect of demeaning, offending, humiliating or intimidating them.

Provision of new and current goods and services:

Management advises that it is against the law to discriminate on the basis of one of the attributes by denying a person goods and services, in supplying a person goods and services on less favourable terms than to someone without that attribute and by subjecting a person to any other detriment in connection with the provision of goods or services to him/her.

All employees are advised to accept and serve customers in a non-discriminatory manner.

Victimisation:

Victimisation of employees who make complaints or reports of discrimination or harassment is unlawful and will not be tolerated by Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation. Disciplinary action will be taken against any employee who victimises or retaliates against a person who has complained of discrimination or harassment or is involved in a complaint or investigation of a complaint of discrimination or harassment.

The prohibition against discrimination, bullying and harassment extends to all persons that staff members come into contact with in the course of their employment such as clients and contractors.

Making a grievance complaint:

Complaints can be submitted using the HAPPY HR grievance process on the employee dashboard.

Other options:

The complainant also has the right to make a complaint to the equal opportunity commission in their relevant state.

Disciplinary Action:

Management of Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation has the responsibility of overseeing this policy. Supervisors and managers will ensure employees are compliant with all areas of this policy, including any disciplinary action resulting from non-compliance.