

EQUAL OPPORTUNITY, DIVERSITY & INCLUSION POLICY

1. Purpose

This policy affirms Numurkah Singers Theatre Inc's commitment to fostering a diverse, inclusive, and respectful environment where all individuals are treated fairly and have equal opportunity to participate, contribute, and thrive.

2. Scope

This policy applies to all Committee members, subcommittees, volunteers, members, performers, contractors, and participants in activities or events hosted or supported by Numurkah Singers Theatre Inc.

3. Commitment

Numurkah Singers Theatre Inc is committed to:

- Providing a safe, respectful, and inclusive environment for all
 - Valuing and celebrating diversity in culture, age, gender, ability, religion, sexuality, and background
 - Ensuring equal access to opportunities without discrimination, harassment, or victimisation
 - Complying with all relevant anti-discrimination and equal opportunity legislation
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4. Definitions

Equal Opportunity: The principle that all individuals should have equal access to opportunities and be treated fairly regardless of personal characteristics.

Diversity: The presence of differences that include (but are not limited to) race, gender, disability, age, sexuality, socio-economic status, religion, and cultural background.

Inclusion: Creating an environment in which everyone feels valued, respected, and supported to fully participate.

5. Legal Framework

This policy aligns with the following legislation:

- *Equal Opportunity Act 2010 (Vic)*

- *Racial Discrimination Act 1975 (Cth)*
- *Sex Discrimination Act 1984 (Cth)*
- *Disability Discrimination Act 1992 (Cth)*
- *Australian Human Rights Commission Act 1986 (Cth)*

6. Responsibilities

Committee Members and Leaders

- Model inclusive behaviour and promote a culture of equity and respect
- Ensure decisions regarding membership, casting, participation, or involvement are based on merit, skill, and interest—not prejudice
- Prevent and respond appropriately to discrimination, harassment, and bullying

Members and Volunteers

- Treat others with dignity and respect at all times
- Report concerns about discrimination or exclusion to the Committee promptly
- Support a welcoming environment for all participants and audiences

7. Inclusive Practices

Numurkah Singers Theatre Inc will promote inclusion by:

- Ensuring venues are physically accessible where feasible
- Providing inclusive language and imagery in communication
- Making reasonable adjustments to accommodate individual needs
- Actively encouraging participation from underrepresented communities

8. Unacceptable Behaviour

The following behaviours are not tolerated:

- Discrimination or exclusion based on personal characteristics
- Bullying, intimidation, or harassment
- Use of offensive, sexist, racist, homophobic, transphobic or ableist language
- Any behaviour that undermines the dignity or safety of individuals

Reports of such behaviour will be taken seriously and managed under the Incident and Complaints Policy and Procedures.

9. Reporting and Complaints

- Any person who feels they have been treated unfairly or discriminated against may lodge a complaint with the Committee
- Reports will be managed confidentially, promptly, and in accordance with natural justice
- No person will be victimised for raising a concern in good faith

10. Continuous Improvement

The organisation will regularly review its practices to identify ways to be more inclusive and equitable, and will seek feedback from members and participants to improve diversity outcomes.

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