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| <b>Ref No.</b><br><br><b>S6.47</b> | <b>TITLE</b><br><br><b>EEO, EQUITY AND DIVERSITY POLICY</b> |
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| <b>Target group/Applies to:</b><br><br>This policy applies to The Housing Connection for adults with disabilities.<br>All THC Management and staff are required to uphold this policy. | <b>Version 3.1</b>           |
|  | <b>Review Cycle: 3 years</b> |

## 1. PURPOSE

The purpose of this policy is to ensure that the Housing Connection meets its industrial relations commitments and that staff members are selected in accordance with the principles of equal employment opportunity and with due regard for anti-discrimination legislation and practices.

## 2. POLICY STATEMENT

This policy outlines the responsibilities that The Housing Connection is:

- providing equal employment opportunity (EEO) to all current and prospective staff.
- promoting a fair and equitable work environment.
- complying with all relevant anti-discrimination legislation and practices.
- creating and maintaining an environment in which cultural diversity is valued, values and beliefs, human dignity respected and people treated with equity and tolerance.
- Ensuring staff, volunteers, clients, families and visitors are free from any forms of discrimination, harassment or victimisation.

This policy recognises that EEO is an employment obligation and a legal responsibility. All decisions relating to employment opportunities, including recruitment and promotion, will be based on merit.

## 3. DOCUMENTATION

| Documents related to this policy                      |   |
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| Standards, Legislation or other external requirements | <ul style="list-style-type: none"> <li>• <a href="#"><u>Disability Inclusion Act 2014</u></a></li> <li>• <a href="#"><u>NDIS (Quality Indicators) Guidelines 2018</u></a></li> <li>• <a href="#"><u>NDIS ACT 2013</u></a></li> <li>• <a href="#"><u>National Standards for Disability Services (2014)</u></a></li> <li>• <a href="#"><u>Racial Discrimination Act 1975</u></a></li> <li>• <a href="#"><u>The Sex Discrimination Act 1984</u></a></li> <li>• <a href="#"><u>The Australian Human Rights Commission Act 1986 (Cth)</u></a></li> <li>• <a href="#"><u>The Disability Discrimination Act 1992</u></a></li> <li>• <a href="#"><u>The Age Discrimination Act 2004</u></a></li> <li>• <a href="#"><u>The Equal Opportunity for Women in the Workplace Act 1999 (Cth)</u></a></li> <li>• <a href="#"><u>Anti-Discrimination Act 1977</u></a></li> </ul> |

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| Related internal policies                               | <ul style="list-style-type: none"> <li>• Service Management Policies</li> </ul> |
| Forms, record keeping or other organisational documents | <ul style="list-style-type: none"> <li>• Staff Recruitment documents</li> </ul> |

| Reviewing and approving this policy |            |                      |
|-------------------------------------|------------|----------------------|
| Frequency                           | Reviewer/s | Approver/s           |
| 3 Yearly                            | CEO        | THC Board-Part Board |

| Version | Policy review and version tracking |               |                      |                 |
|---------|------------------------------------|---------------|----------------------|-----------------|
|         | Review                             | Date Approved | Approved by          | Next Review Due |
| 1.0     | March 2015                         | 30/3/15       | THC Board            | Jan 2018        |
| 2.0     | Jan 2018                           | Jan 2018      | THC Board-Part Board | Jan 2021        |
| 3.0     | Nov 2018                           | Nov 2018      | THC Board-Part Board | Nov 2021        |