



ANTI-DISCRIMINATION POLICY

Policy number	GEN001	Version	1.0
Drafted by	Secretary	Approved by Committee:	12-Jan 2022
Responsible person	House Manager	Scheduled review date	January 2023

INTRODUCTION

Goonawarra Neighbourhood House Inc. (GNH) endorses diversity, supports equal rights, and does not advocate, support or practise discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental, or physical ability, whether covered by applicable legislation or not. Except where affirmative action may be required to redress individual or social impediments of people from disadvantaged groups.

PURPOSE

This document sets out Goonawarra Neighbourhood House Inc. policy against such discrimination. The purpose of this document is to outline the governance structures, responsibilities and processes that have been established to give effect to this policy.

POLICY

Goonawarra Neighbourhood House Inc. does not advocate, support or practise discrimination based on race, religion, age, national origin, language, sex, sexual orientation, mental or physical abilities or any other personal attribute protected by law, except where affirmative action may be required to redress individual or social impediments.

Policies can be established or altered only by the Committee of Management: **Procedures** may be altered by the House Manager.

ANTI-DISCRIMINATION PROCEDURES

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RESPONSIBILITIES

The Committee of Management will:

- Regularly review the leadership and commitment given to eliminating discrimination through active promotion of the organisation's Anti-Discrimination Policy, and
- Monitor performance by way of periodic management reports and assurances.

The House Manager will:

Ensure that:

- the organisation's practices and processes incorporate precautions against discrimination in such areas as hiring, client selection, and program delivery,
- Where appropriate, weight is given to the culture and experiences of individuals from disadvantaged groups,
- Where appropriate, delegate responsibility for compliance to other staff with responsibility for particular sections, i.e. Program Facilitators,
- Oversee the performance of subordinate team members in these matters,
- Review and report to the Committee of Management, as appropriate, on the effectiveness of the management systems established to remove discrimination,
- Review and report to the Committee of Management areas where improvement is required to align with the GNH Anti-Discrimination Principles.
- Analyse material breaches of this policy, systematic trends and ensure that any adverse trends are addressed and reported, and
- Promote a culture of effective policy compliance across the organisation.

All staff and volunteers will:

- Ensure that they are aware of the organisation's policy against discrimination,
- Not act in a manner that would be considered to be discriminatory under this policy or any applicable legislation, and
- Where appropriate, suggest ways in which practices, systems and procedures could be improved to reduce the likelihood of discrimination occurring.

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PROCESSES

The House Manager will review the organisation's procedures annually in all areas to ensure that these are in accordance with the principles expressed in this policy, and will report to the Committee of Management on this matter yearly, or more frequently if required.

The House Manager will review any changes to the organisation's procedures in all areas to ensure that these are in accordance with the principles expressed in this policy.

Staff and volunteers will follow these procedures.

RELATED DOCUMENTS

- Bullying Policy
- Equal Opportunity Policy

AUTHORISATION

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