

Policy Title:	Discrimination
Policy Number:	WHSP003
Category:	Policy and Procedures
Classification:	Work, Health and Safety
Status:	Approved 8th April 2014

Purpose

- To provide a safe working environment free of discrimination;
- To provide clear expectations of behaviour regarding discrimination; and
- To fulfil the requirement under the AS/NZS ISO 9001:2008

Scope

This policy will apply to all staff and council/board members of Kalano Community Association Inc.

Policy

Kalano is committed to providing a working environment free of discrimination and does not tolerate any behaviour contrary to KCA standards. Discrimination is any practice that makes unlawful distinctions between individuals or groups that disadvantages some people or advantages others. Prejudices and stereotype views should not influence the way in which people are treated. Anti-discrimination laws provide guidelines on respecting personal differences and characteristics which are referred to as “protected attributes”.

Protected attributes include:

Age Political belief Background Carer status Sex Pregnancy Disability Unrelated criminal record Physical features	Industrial activity Personal association Marital status Lawful sexual activity Religious belief / activity Parental status Race / ethnicity Gender identity Impairment
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A number of exemptions exist within legislation which include matters concerning religious beliefs and practices.

Procedures

Kalano is committed to deal with any matters of discrimination in a prompt, confidential and fair way. Persons who feel they have been discriminated against or have witnessed discriminatory behaviour towards others, have the right to seek action through the appropriate channels. Concerns and complaints should be referred to the person's direct manager, or a Kalano Contact Officer.

Disciplinary action will be taken against anyone considered to have breached this policy. Disciplinary action may include termination of employment or any other remedy available under applicable laws.

Relevant Documents

<i>Related Policies</i>	<ul style="list-style-type: none">• <i>OP001 – Complaints Handling</i>• <i>WHSP008 – Contact Officer</i>•
<i>Related Publications</i>	<ul style="list-style-type: none">• <i>Human Rights and Equal Opportunity Commission Act 1986</i>• <i>Racial Discrimination Act 1975</i>• <i>Sex Discrimination Act</i>• <i>Disability Discrimination Act 2004</i>• <i>Fair Work Act 2009</i>•

