



Diversity and Inclusion Policy

SCOPE

CoAbility staff, contractors and volunteers.

POLICY STATEMENT

CoAbility values diversity and inclusion and is committed to ensuring equality of opportunity for everyone.

We work inclusively with everyone and we are committed to social justice and human rights. We respect, support and celebrate the diversity of our participants and their families and colleagues who are Aboriginal and Torres Strait Islander, culturally and linguistically diverse, of all genders, who are of diverse gender identities, sexes and sexualities, who have a disability, ongoing medical or mental health condition and who are socially or economically disadvantaged.

Participants accessing our services will be involved in making decisions about their daily lives and the supports and services they need, want and receive including the right to choose a Support Coordinator who identifies as LGBTIQ+, and participants will not be disadvantaged in any way. We understand people with disability need to feel supported and safe. We encourage participants to use an external advocate of their choice to ensure their rights and interests are respected.

For our staff/contractors/volunteers, we foster a safe workplace community that celebrates uniqueness. The environment in which you engage and work should be without fear of discrimination, vilification, victimisation, harassment, bullying and any other unlawful behaviour.

Flexible and accessible work environments are fostered and, in accordance with legislation and equal opportunity principles apply to our employment practices.

We encourage everyone to seek advice and support from the CEO, CoAbility when they feel they have been treated unfairly, or when they have experienced or witnessed concerning behaviour. We treat any breach of our policies or procedures seriously.

DEFINITIONS

Discrimination	Treating or proposing to treat an individual unfavourably because they have a protected attribute. Discrimination can be direct or indirect: <ul style="list-style-type: none">• Direct discrimination can occur when a person or group is treated less favourably than another person or group in a similar situation, because of a protected attribute• Indirect discrimination involves imposing a requirement, condition
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	or practice
Harassment	Unwelcome conduct that might reasonably cause a person to be offended, humiliated or intimidated because they have a protected attribute. Harassment can also happen if someone is working in an environment permeated by conduct or activities that make it hostile, or intimidating. The behaviour can be overt or subtle, verbal, non-verbal or physical.
Protected attribute	It is against the law to discriminate because of a protected attribute, which includes: <ul style="list-style-type: none"> ● age; ● carer and parental status; ● disability; ● employment activity; ● gender identity (which includes gender expression); ● industrial activity; ● Intersex status; ● lawful sexual activity and sexual orientation; ● marital status or relationship status; ● physical features; ● political belief or activity; ● pregnancy and breastfeeding; ● race; ● religious belief or activity; ● sex; ● expunged homosexual conviction; or ● personal association with someone who has, or is assumed to have, one of these personal characteristics
Victimisation	Subjecting a person to negative treatment because they have: <ul style="list-style-type: none"> ● asserted their rights under equal opportunity law ● made a complaint under the equal opportunity law ● helped someone else make such a complaint; and ● refused to do something because it would be discrimination, sexual harassment or victimisation.
Vilification	Any form of conduct that incites hatred against, serious contempt for, or revulsion or severe ridicule of a person or group of people because of their race or religion. Such conduct can be a single event or series of events over a period. It may include the use of the internet, Facebook, Twitter and e-mail to publish or transmit statements.

ADMINISTRATION

Supporting policies	All CoAbility policies
Supporting procedures/documents	<ul style="list-style-type: none"> ● Equal Opportunity ● Clients rights and responsibilities ● Cultural safety ● Language Services ● Participating and decision-making ● Supporting Aboriginal and Torres Strait Island clients

	<ul style="list-style-type: none"> • Staff Code of Conduct
Policy Owner	CEO, CoAbility
Legislation mandating compliance	<ul style="list-style-type: none"> • Australian Human Rights Commission Act 1986 • Disability Discrimination Act 1992 • Racial Discrimination Act 1975 • Sex Discrimination Act 1984 • Fair Work Act 2009 • Equal Opportunity Act 2010 • Racial and Religious Tolerance Act 2001 • Privacy Act 1988 • Disability Act 2006 • National Disability Insurance Scheme Act 2013 • NDIS Rules
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