

Anti-Discrimination Policy

Introduction

Gran's Van aims to create and maintain an environment that values diversity, respects human dignity, is equitable and tolerant, and in which all employees, volunteers and clients are free from all forms of discrimination, harassment, or victimisation.

In this policy, the term "staff" is intended to describe both employees and volunteers.

Purpose

This policy sets out the responsibilities and processes that have been established to prevent or eliminate discrimination within the organisation.

Definitions

Discrimination is any unfair treatment, generally where one person is treated differently from another in the same situation. Discrimination may also include:

Harassment	which is any form of behaviour that is not wanted, not asked for, and that humiliates someone (puts them down), offends them, or intimidates them (makes them afraid).
Vilification	which is defined as any public act that is likely to incite (stir up) hatred, serious contempt or severe ridicule for a person or a group of people.
Victimisation	occurs when someone is treated unfairly because they have made a complaint about discrimination or helped someone else make one.

Policy

Where Anti-Discrimination Law Applies

The Anti-Discrimination Act 1998 (Tas) applies to all facets of the work environment both during and outside of working hours. It is unlawful to discriminate on the grounds of any of the following attributes:

- Race
- Age
- Sexual orientation
- Lawful sexual activity
- Gender
- Gender identity
- Intersex
- Marital status
- Relationship status
- Pregnancy
- Breastfeeding
- Parental status
- Family responsibilities
- Disability

- Industrial activity
- Political belief or affiliation
- Political activity
- Religious belief or affiliation
- Religious activity
- Irrelevant criminal record
- Irrelevant medical record
- Association with a person who has, or is believed to have, any of these attributes.

Any staff who believe that they are subject to any form of discrimination outlined above or who are aware of the incidence of such behaviours should follow Gran's Van's grievance procedures. Staff are entitled to seek recourse to external bodies such as the Anti-Discrimination Commissioner.

Responsibilities

All staff are expected to:

- Comply with the Gran's Van's policies in relation to discrimination and harassment.
- Treat others fairly and with respect.
- Take a firm stand so that what you say or do does not condone discrimination by others.
- Report instances of harassment.
- Offer support to those experiencing vilification or victimisation.

In addition, supervisors are expected to:

- Take immediate action to stop harassment if they observe it happening.
- Ensure staff understand their responsibilities and are made aware of the organisation's policies and procedures around discrimination and workplace harassment.
- Respond promptly to any claims of discrimination.
- Ensure their own behaviour is free of inappropriate behaviours.
- Monitor the work environment to reduce the risk of discrimination in their area of responsibility.

Reports of discrimination

Reports of discrimination are taken seriously and will be dealt with promptly.

The specific action taken depends on the nature and gravity of the conduct reported and may include intervention, mediation, investigation and initiation of the grievance and disciplinary processes.

Those responsible for implementing this policy will respect the confidentiality and privacy of individuals reporting or accused of discrimination to the extent reasonably possible.

Related Policy Documents

Grievance Policy

References

Anti-Discrimination Act 1998 (Tas)

Anti-Discrimination Commissioner Complaints (Tas)

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