

P07 EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICY



Leongatha Community House values diversity amongst its committee, staff and volunteers and takes action to ensure appointments are based on merit.

Definitions

Merit is the balance of an individual's aptitude, prior performance, skills and qualifications
Prejudice is judging a person's suitability for appointment based on age, gender, sexual orientation, race, ability or cultural identity

Related Documents

P061 Strategy for People with Disability
P062 Strategy for People from Diverse Cultures
P063 Strategy for Gender Diverse People
P064 Statement of Commitment to Child Safety
P123 Recruitment and Retention Strategy
P14 Staff Management Policy

This policy was adopted by the Committee of Governance at the meeting on 17 June 2024. It should be reviewed by June 2025.

AFFIRMATION

Not all prejudice or discrimination is intentional or even conscious. In order to reduce it in the way we pursue our mission, we continually take positive steps to affirm our commitment to diversity and inclusion.

- We affirm youth and maturity
- We affirm the first nations peoples of South Gippsland
- We affirm diverse expressions of cultural identity
- We affirm diverse genders and expressions of gender
- We affirm people with disability
- We affirm diverse sexual orientations
- We affirm racial diversity

Not all of the affirmative actions we take will have a practical, visual expression. There is no need, for instance, for a person of colour to be present to express our affirmation of racial diversity.

By affirming these values and making our programs accessible to all, our intent is to ensure that we don't inadvertently pre-judge or discriminate against someone when they are present.

RIGHTS AND RESPONSIBILITIES

All members of the committee, staff and volunteers are obliged by law to ensure that proper standards of conduct are observed and that their behaviour and language do not create or condone circumstances that may lead to discrimination.

All members of the committee, staff and volunteers have a responsibility to treat everyone in our community with fairness and equality, so that Leongatha Community House is free from discriminatory activities and practices.

All persons have the right to have an advocate or support person accompany them at any step.

These rights and responsibilities are mandated in Victorian law. For more information, visit:

<https://www.justice.vic.gov.au/equal-opportunity>