



Diversity and Social Inclusion Policy

1. Purpose and Scope:

This policy provides guidelines to the board, staff, volunteers and participants of Taillem Bend Community Centre Incorporated (TBCC) to promote equality of access, foster and encourage unprejudiced attitudes, prevent discrimination and allow people to participate in the economic and social life of the community. This policy reflects TBCC's commitment to create an inclusive environment that is free of discrimination and in which all people are permitted equal access and opportunity to progress to the full extent of their ability.

2. Definitions:

- 2.1 Direct Discrimination - when a person or organisation intentionally treats someone unfairly because of their age, sex, marital status, pregnancy, sexuality, impairment or race.
- 2.2 Indirect Discrimination – when there is a policy or a rule or a 'way of doing things' that might appear on the surface to be fair or neutral, but which has an unequal effect on certain groups of people because of their age, sex, marital status, pregnancy, sexuality, impairment or race
- 2.3 Access - The state, quality, or ideal of being just, impartial, and fair.
- 2.4 Diversity - The quality or state of being different. The quality or state of encompassing people of a different race, gender, religion, physical disability, age, sexual orientation, and income.
- 2.5 Equity - The state, quality, or ideal of being just, impartial, and fair.
- 2.6 Inclusion – Supporting the full involvement of all people, regardless of any physical or cultural differences. The state of all being included as part of the group, with equal opportunity for participation, and differences appreciated as the uniqueness of each individual.


3 Background:

- 3.1 Equal opportunity and anti-discrimination legislation has been enacted at both the State and Federal levels. The South Australian Equal Opportunity Act (1984) specifically prohibits discrimination on the basis of:
Age, Sex, Race, Physical or Intellectual Impairment, Chosen Gender or Sexuality, Marital Status, Pregnancy
In the areas of:
Employment, Education, Provision of Goods and Services, Accommodation, Membership of Clubs and Associations, Conferral of Qualifications, Advertising Disposal of land
- 3.2 TBCC endorses the principles of social justice and equity, in particular for groups who have traditionally been marginalised in Australian society including people with:

An intellectual, physical or mental disability, dementia and/or neurological disorders, educational and/or learning difficulties; and people who are: Indigenous Australians, from culturally and linguistically diverse backgrounds, homosexual/transsexual, socially isolated, financially disadvantaged, frail aged.
- 3.3 The Board of TBCC expect board members and paid and unpaid staff to respect the right of all groups in the community, regardless of culture and physical abilities, and to expect their inclusion fully in activities of the centre.

4 Policy:

- 4.1 The overall responsibility for monitoring the effectiveness and review of this policy lies with the Board of Management.
- 4.2 Whilst all paid and unpaid employees have a personal responsibility in the practical application of this policy, specific responsibility falls upon the Board of Management.
- 4.3 Every Board member, employee and volunteer has a responsibility to treat people as individuals with different skills and abilities, without making judgments based on stereotypes, or on characteristics (such as sex, age, race, sexuality, disability, pregnancy, marital status or cultural group) that are irrelevant to a person's ability to do a job.
- 4.4 TBCC will provide accessible, equitable and equal opportunity programs, learning opportunities and services to the community that aim to enhance life and work opportunities which are diverse and socially inclusive.
- 4.5 TBCC will develop and sustain programs, practices and services that are responsive to the needs of a diverse and evolving community.
- 4.5 TBCC will provide a community access centre where people can come together in an atmosphere of equality, friendship and trust, sharing their skills and experiences in order to improve the quality of their living.
- 4.6 All staff, volunteers and centre participants are encouraged to raise equal opportunity issues or grievances through the TBCC grievance procedure or with the Equal Employment Opportunity Board. Confidentiality will be respected.
- 4.7 TBCC will ensure that the following practices are implemented:
 - 4.7.1 Planning cycles based on identifying community needs and on-going evaluation of services.
 - 4.7.2 Flexibility in service provision.
 - 4.7.3 Adapting programs, activities and equipment as appropriate and wherever possible.
 - 4.7.4 Promoting and fostering an environment of acceptance of diversity.
 - 4.7.5 Advocacy and intervention on behalf of the organisation's participants where appropriate.
 - 4.7.6 Respect and value of an individual's sense of dignity and self-worth.
 - 4.7.7 Respect for participants' privacy and confidentiality.
 - 4.7.8 Promoting and encouraging freedom of choice and taking personal control of own lives.
 - 4.7.9 Creating opportunities for individual participants to achieve their goals.
 - 4.7.10 Creating opportunities for individual participants to improve their overall sense of well-being.

Date first formulated	October 2015 <i>(Incorporating previous Access and Equity Policy October 2011)</i>	
Dates approved by Board	V2	May 2019
Next Review Date	June 2021	
Related Documents	Diversity and Social Inclusion Policy Disability Action Plan Charter of Public Service in a Culturally Diverse Society. DIMA 1998 Human Resources Management Policy HR Equal Opportunity Strategy HR Standards Rights and Responsibilities Strategy	
Legislation	Equal Opportunity Act (SA) 1984 https://www.legislation.sa.gov.au/LZ/C/A/EQUAL%20OPPORTUNITY%20ACT%201984.aspx Aboriginal & Torres Strait Islander Act 2005 https://www.legislation.gov.au/Details/C2019C00083 NDIS CALD Strategy https://www.ndis.gov.au/medias/documents/cald-strategy/cald-strategy.html NDIS accessibility action plan https://www.ndis.gov.au/document/our-accessibility-action-plan-2013-201.html Disability Services Act 1993 https://www.legislation.sa.gov.au/LZ/C/A/DISABILITY%20SERVICES%20ACT%201993/CURRENT/1993.18.AUTH.PDF Carer Recognition Act (SA) 2005 https://www.legislation.sa.gov.au/LZ/C/A/CARERS%20RECOGNITION%20ACT%202005.aspx LGBTI https://agedcare.health.gov.au/sites/g/files/net1426/f/documents/06_2017/my_aged_care_provider_factsheet_-_lgbti_inclusive_aged_care_services_-_p.pdf	
Signed on behalf of TBCC Board of Management by:		
Name: Jack Hunt		
Position held: Chairperson		
Signature:		
		10 May 2019