

# Hawthorn Community Equal Opportunity Policy

## *Purpose*

The purpose of this policy is to outline the strategies that the Committee of Management, Staff and Volunteers of the House will be guided by in relation to equal opportunity for staff and participants in all aspects of the House activities. The philosophy of the Hawthorn Community House is underpinned by principles of equal opportunity and access for all.

## *Policy*

Hawthorn Community House is an equal opportunity organisation committed to equity and access in the provision of its services and equal opportunity in employment. The Hawthorn Community House has a commitment to fulfilling the obligations of the Equal Opportunity Act 1995, Victoria and will monitor employment policies, practices and procedures in keeping with this legislation.

Equal opportunity will be provided through the following practices:

- All users and staff of the House have the right to an environment free from discrimination.
- As an employer and a provider of services, this House will operate without any source of direct or indirect discrimination on the basis of gender, marital status, pregnancy, parenthood, race (including colour, nationality or ethnic origin), age, sexual preference, physical/mental disability or impairment, religious or political conviction.
- Every employee and volunteer has a responsibility to treat all other employees, volunteers and others who have contact with the organisation, with fairness and equality so that the House is free from discriminatory activities and practices.

In the event that a person feels that they have not been dealt with equally or have been discriminated against, this grievance should be treated as outlined in the Grievance Policy and Disciplinary Procedure.

The Committee of Management has major responsibility for the implementation of this policy