

CARER'S NETWORK

EQUAL OPPORTUNITY IN THE WORKPLACE

SEPTEMBER 2021



Carer's Network has zero tolerance to abuse and violation of a person's human rights.

- Carer's Network demonstrate a high commitment to equal opportunity with a culture of inclusion and respect which is free from harassment, discrimination, and bullying. This responsibility is at the heart of the values of the organisation; it reflects how people should treat each other through building relationships based on trust and respect, fostering social inclusion, providing cultural safety by acknowledging differences and health, safety, and wellbeing.
- Carer's Network considers all types of harassment, discrimination, bullying and violence to be unacceptable forms of behaviours that will not be tolerated under any circumstances. Carer's Network believes all staff and clients should be treated with respect, fairly and in a reasonable way. Harassment, discrimination, bullying, and workplace violence are illegal under a range of Federal and State legislation.
- All Carer's Network staff, it's representatives, clients and their families/representative need to comply to the agreed Code of Conduct; any breaches may result in termination of services or contracts. It is the responsibility of all involved to act in such a way as to create a working environment which is free of any form of discrimination or harassment.
- Carer's Network's commitment to equity accords with the Equal Opportunity Act 2010 (VIC) Sex Discrimination Act 1984 (Cwlth), Racial Discrimination Act 1975 (Cwlth), Disability Discrimination Act 1992 (Cwlth), Age Discrimination Act 2004 (Cwlth), and the Australian Human Rights Commission Act 1986 (Cwlth).

Grounds of discrimination

In Victoria, discrimination on the following grounds is unlawful:

- age; disability/impairment;
- industrial activity/inactivity;
- lawful sexual activity/sexual orientation;
- gender identity;
- marital status;
- physical features;
- political belief and/or activity;
- pregnancy; breastfeeding;
- race; religious belief and/or activity;
- status as a parent or carer;
- personal association with someone of the above attributes; and,
- irrelevant criminal conviction.

The grounds of discrimination covered by the legislation that applies in Victoria are designed to protect people from being disadvantaged on grounds that do not impact on their ability to perform in a position. It ensures the rights of individuals to be treated on their merits and on their demonstrated abilities and experience.

Purpose

To provide an environment of equal opportunity within the workplace.

Policy

Any form of discrimination is not an acceptable part of Carer's Network's work culture. Discrimination will be dealt with and not ignored. Anyone experiencing or witnessing discrimination is encouraged to either:

- Inform the offender that the behaviour is offensive and unacceptable and against company policy;
- Report or lodge a complaint in writing or verbally to the Management of Carer's Network;
- Seek assistance in having the behaviour stopped, which may include making a report or a complaint to the Equal Opportunity Commission.

If you feel that you are unable to resolve the matter yourself, the following people will be able to assist you:

- Your Manager;
- Other office staff, if the Manager is unavailable;
- Equal Opportunity Commission or any other government representative.

Any complaints of discrimination will be treated quickly, seriously, and confidentially. They will be investigated thoroughly, impartially, and confidentially.

The complainant or lodger will not be disadvantaged as a result of lodging a complaint.