

## 3.11 Managing Discrimination Policy & Procedure

### 1. Policy Statement, Purpose, Method

Value Care is committed to ensuring all employees understand the expectations and legal obligations in relation to discrimination in employment with Value Care.

Value Care is committed to providing a workplace free from unlawful discrimination and vilification for employees, patients, clients, contractors and visitors. All employees are responsible for ensuring the workplace is free from unlawful discrimination and vilification.

#### 1.1 Discrimination

Discrimination, whether direct or indirect, is unlawful on the following grounds under the Anti-Discrimination Act 1991:

- Sex
- Relationship status
- Pregnancy
- Parental status
- Breastfeeding
- Age
- Race
- Impairment
- Religious belief or religious activity
- Trade union activity
- Lawful sexual activity
- Gender identity
- Sexuality
- Family responsibilities
- Association with, or relation to, a person identified on the basis of any of the above grounds.

Discrimination is unlawful in work, work related areas, and in the provision of services to patients and clients.

#### 1.2 Vilification

A person must not, by public act, incite hatred towards, serious contempt for, or severe ridicule of, a person or group of persons on the ground of race, religion, sexuality or gender identity of the person or group members.

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### 1.3 Complaints about unlawful discrimination or vilification

An employee should be aware that if they raise concerns about unlawful discrimination or vilification, management has an obligation to take appropriate action. If an employee asks that no action be taken, management is still required to consider the nature and seriousness of the alleged conduct in determining whether action is taken.

### 2. To whom does this policy apply?

This policy applies to Value Care staff.

### 3. Distribution of policy

The policy forms part of the Human Resource Manual. Reference is also made in the WH&S Manual. Staff will be made aware of the updates to the policy via the staff newsletter, staff meetings, WH&S committee and face to face discussion. and the policy will be made available in the hard copy and electronic copy of the Human Resource manual

### 4. Expected outcome/s

All staff will be aware of what constitutes discrimination and vilification in the workplace. All staff will be aware of their responsibilities to maintain a workplace free of discrimination and vilification.

### References:

- Anti-Discrimination Act 1991
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Disability Discrimination Act 1992
- Human rights and Equal opportunity Commission Act 1986

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## Document Information and Revision History {DIRH}

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Original Author(s)	I Thakkar
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## Revision History

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