



Diversity Policy

Policy Number	12	Version	2
Date	July 2017	Written by	K. Hedley
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Purpose

To articulate that IntroConnect recognises, respects, promotes and celebrates the value of diversity and will adopt and implement inclusive policies and strategies which advance diversity as a positive force in the community and within IntroConnect.

Scope

Applies to all IntroConnect partners, staff, clients and other stakeholders

Policy

IntroConnect recognises that diversity is an integral part of a strong and dynamic society and organisation. We value diversity of all kind, including but not limited to:

- Cultural, including Aboriginal and Torres Strait Islander culture
- Gender
- Disability
- Religion
- Race
- Age
- Sexual Orientation
- Marital / Family Status

We do not discriminate against diversity, in either recruiting staff or our intake and assessment process for clients. We respect the various needs of people from diverse backgrounds, following the leave arrangements outlined in National Employment Standards. Additional arrangements may be negotiated with the partners, within workload requirements.

Policy in Action

Our commitment to recognising and respecting diversity is reflected by:

- Including a statement in our email signatures
- Discussion of relevant resources within the team
- Staff attendance at relevant training
- Providing individualised support to each client and their families
- Seeking advice from appropriate community services as required

Resources

- [National Standards for Disability Services](#)
- [National Employment Standards](#)
- Australian Human Rights Commission www.humanrights.gov.au
- Anti-Discrimination Board www.antidiscrimination.justice.nsw.gov.au
- Information on the Convention on the Rights of Persons with Disabilities refer to
www.un.org/disabilities/convention/conventionfull

Related Legislation

- Age Discrimination Act 2004 (Commonwealth)
- Anti-Discrimination Act 1977 (NSW)
- Australian Human Rights Commission Act 1986 (Commonwealth)
- Carers (Recognition) Act 2010 (NSW)
- Disability Inclusion Act 2014 (NSW) and Disability Inclusion Regulation 2014
- Disability Discrimination Act 1992 (Commonwealth)
- Equal Opportunity for Women in the Workplace Act 1999 (Commonwealth)
- Racial Discrimination Act 1975 (Commonwealth)
- Sex Discrimination Act 1984 (Commonwealth)

Internal Resources:

- Mission, Vision & Values
- Rights Policy
- Code of Conduct
- HRM Policy and Register
- Service Access Policy