

## **Policy – Equal opportunity and anti-discrimination**

### **1. Policy Purpose**

The APC aims to provide opportunities for all Australian Paralympic athletes to prepare and compete in their sport to the best of their ability, free from discrimination on the basis of age, gender, marital status, carer status, pregnancy and breastfeeding, family responsibilities, physical features, sexuality, sexual orientation, gender identity, social and economic circumstances, race, colour or ethnic origin, disability, religious and political beliefs and activities, industrial activity and personal association with a person who could be discriminated against.

The APC aims to create a working environment which is free from discrimination in any form and where all members of staff are treated equally, with dignity, courtesy and respect at all times.

### **2. Policy Statements**

- 2.1 The APC is committed to providing its staff with a work environment which is free from discrimination.
- 2.2 The APC is committed to providing its athletes, officers and volunteers with a sport environment which is free from discrimination.
- 2.3 The APC aims to ensure that its structures, practices, policies and guidelines are free from direct or indirect discrimination on all relevant legislative grounds.
- 2.4 The APC, its staff and its representatives shall comply with all relevant Australian equal opportunity and anti-discrimination legislation.
- 2.5 The APC, its staff and its representatives shall comply with the APC Code of Conduct which is relevant to them (see P-OPP-001 Codes of Conduct - for

APC Games Team staff, APC athletes, APC staff and P-OPI-B-001 Board Code of Conduct).

- 2.6 The APC will ensure that inclusive language is used for all spoken and written communication.
- 2.7 The APC will ensure that all its policies, procedures, official documentation and publications reflect equal opportunity principles.
- 2.8 The APC will seek to provide equal opportunities for women, people with disabilities and disadvantaged groups in all areas of the organisation, including administrative and program staff, employees and volunteers and elected and appointed officials and, by doing so, reflect and benefit from the diverse make-up of Australian society within its organisation.
- 2.9 The APC will encourage disadvantaged individuals to participate in training and staff development programs, to broaden their skills and equip them for positions of responsibility.
- 2.10 The APC will maintain and develop programs to accommodate disadvantaged or disabled staff, adjusting where necessary the work environment and procedures.
- 2.11 The APC will not tolerate discrimination under any circumstances.
- 2.12 The APC encourages the reporting of behaviour which breaches this policy.
- 2.13 The APC guarantees protection from any victimisation or reprisals to those who report discrimination.
- 2.14 This policy will be implemented in parallel with the APC's Member Protection Policy (P-OPP-002).

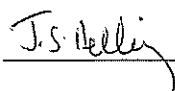
### **3. Conditions**

- 3.1 Discrimination occurs when a person is discriminated against:
  - because of their race, colour, descent or national or ethnic origin, as defined under the Race Discrimination Act (1975); or

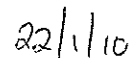
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**P-OPP-005**

**Approved:** Jason Hellwig, Acting Chief Executive Officer



**Date:**



- because of their sex, marital status, pregnancy as defined under the Sex Discrimination Act (1984); or
- because of a disability as defined under the Disability Discrimination Act (1992); or
- because of age as defined under the Age Discrimination Act 2004; and
- some grounds under the Human Rights Commission Act (1986).

3.2 The discrimination complaints procedures are based on the following principles:

- Complaints of discrimination or discriminatory harassment will be dealt with expeditiously to achieve prompt resolution.
- Based on the nature of each individual complaint, the most suitable complaints process (external or internal to the APC) will be used.
- The principles of procedural fairness, including impartiality and good faith, will apply at all stages in the handling of complaints.
- Every effort will be made to maintain harmonious working relationships during and after the handling of any complaint of discrimination.
- Every effort will be made to maintain confidentiality with respect to complaints.

3.3 Discrimination complaints will be dealt with using the process established in the APC Member Protection Policy (P-OPP-002) to deal with complaints of discrimination or harassment under that policy.

#### **4. Provision**

4.1 The CEO will be responsible for monitoring progress in implementing this Policy and for providing advice to the Board, government agencies and the APC's members on the implementation of the policy.

4.2 The CEO will nominate a member of the APC's senior management team to facilitate the implementation of this policy and compliance with relevant legislation and government requirements.

4.3 In establishing procedures aimed at implementing equal opportunity policy, there will be wide consultation with athletes, administration and sport staff, volunteers and honorary officials and the APC's members.

- 4.4 Managers and supervisors have a particular responsibility to ensure that the APC workplace is free from discrimination and discriminatory harassment, and that relevant policies and guidelines with regard to the resolution of complaints are followed.
- 4.5 The APC will attempt to 'reasonably accommodate' women who are breastfeeding. Requests by staff shall be treated sympathetically by managers and all efforts will be made to facilitate such requests and provide support. On a woman's return from maternity leave, the APC will seek to accommodate reasonable requests for changes to her work arrangements by the staff member, within the operational requirements of the APC. While recognising that it may be difficult to meet all of the needs of feeding mothers, the APC will identify appropriate spaces and facilities in the workplace for women who need to breastfeed and/or express and store breast milk.
- 4.6 If necessary, the APC will implement training and awareness raising strategies to ensure that all employees know their rights and responsibilities under this policy.

## **5. Application**

- 5.1 This policy applies to all APC employees, Board members, volunteers, and all members (officials and athletes) of APC teams, including the Australian Paralympic Team.
- 5.2 Disciplinary action will be taken against any employee, Board member, volunteer, or member (officials and athletes) of an APC team, including the Australian Paralympic Team, who breaches this policy.