

 MULTICULTURAL COUNCIL of TASMANIA	Anti-Discrimination Policy	Policy ID	MCOT-ADC
		Version Number	1
		Implementation Date	20 June 2019
Page Number	1 of 2	Last Reviewed/Update Date	Approved 20 June 2019
Policy Owner	BOARD	Approval	Board
Drafted by	Ron Franks	Next review date	April 2021

INTRODUCTION

Multicultural Council of Tasmania endorses diversity, supports equal rights, and does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap, whether covered by applicable legislation or not, except where affirmative action may be required to redress individual or social handicaps of people from disadvantaged groups.

PURPOSE

This document sets out

- Multicultural Council of Tasmania’s policy against such discrimination
- The governance structures, responsibilities and processes that have been established to give effect to that policy.

POLICY DETAIL

Multicultural Council of Tasmania does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap or any other personal attribute protected by law, except where affirmative action may be required to redress individual or social handicaps. Multicultural Council of Tasmania will make all reasonable accommodations to allow people who experience difficulties in their dealings with the organisation to benefit equally from its work.

Responsibilities

1. The Board will:

- Regularly review the leadership and commitment given to eliminating discrimination through active promotion of the organisation’s Anti-Discrimination Policy.
- Monitor performance by way of periodic management reports and assurances.

2. The CEO will:

- Ensure that:
 - the organisation’s practices and processes incorporate precautions against discrimination in such areas as hiring, client selection, board appointment, volunteer selection and program delivery;
 - Reasonable accommodations are made to allow diverse groups to access benefits provided by the organisation;
 - Where appropriate, weight is given to the culture and experiences of individuals from disadvantaged groups.
- Where appropriate, delegate responsibility for compliance to officers with responsibility for sections.
- Oversee the performance of subordinate officers in these matters.

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- Review and report to the Board, as appropriate, on the effectiveness of the management systems established to remove discrimination.
- Analyse material breaches and identified compliance system weaknesses for systematic trends and ensure that any adverse trends are addressed.
- Promote a culture of effective policy compliance across the organisation.

3. All staff and volunteers at all levels will:

- Ensure that they are aware of the organisation’s policy against discrimination;
- Not act in a manner that would be discriminatory pursuant to this policy or any applicable legislation;
- Where appropriate, suggest ways in which practices, systems and procedures could be improved to reduce the likelihood of discrimination occurring.

PROCESSES

The CEO will initially review the organisation’s procedures in all areas to ensure that these are in accordance with the principles expressed in this policy.

Staff and volunteers will follow these procedures.

RELATED DOCUMENTS

- Equal Employment Opportunity policy
- Anti-sexual harassment policy
- Workplace Health and Safety policy
- Anti-bullying policy
- Code of Conduct policy

AUTHORISATION

Signed by CEO:Date: 20 June 2019

Signed by Chair:Date: 20 June 2019