

- POLICY - ANTI- DISCRIMINATION



A DIVISION OF
MACKAY & DISTRICT ABORIGINAL & ISLANDER MEDIA ASSOCIATION LTD



Purpose:

The importance of creating a workplace which encourages and supports equity and fairness and eliminates all forms of discrimination.

Definition

Discrimination: Is the ill treatment and proposing to threat, harm someone unfavourably because of a personal characteristics protected by the law such as sex, age, race or disability.

Policy:

MDAIMA RESPONSIBILITIES:

- show its commitment to workplace diversity through its actions and decision making, supporting the aims and implementation of the Action Plan.
- demonstrate and embrace the principles of workplace diversity having a culture where the diversity of the workforce is recognised and valued and foster a culture of inclusiveness.

MANAGER RESPONSIBILITIES:

- model the Code of Conduct and lead by example while fostering a culture where the diversity of the workforce is recognised and valued.
- consistently and actively support and encourage employees to participate in workplace diversity education activities.
- ensure that all performance agreements recognise, value and utilise the individual skills and strengths of employees.
- promptly deal with any complaints or observations of harassment or bullying in the workplace.
- uphold merit principles when recruiting and selecting employees.
- be supportive and assist employees to access flexible working arrangements or conditions where appropriate.

EMPLOYEE RESPONSIBILITIES:

- treat everyone with courtesy and respect.
- behave in ways to actively contribute to the enhancement of a culture in which diversity is valued.
- proactively address harassing or bullying behaviour in the workplace.
- behave in a manner consistent with the Values and Employment Principles, and the Code of Conduct

Procedure:

Any occurrence where a person is being discriminated against, person/s can refer to the Station Manager.