

ANTI-DISCRIMINATION POLICY

Policy number	POL006	Version	002
Drafted by	PM	Approved by Branch Executive on	27 August 2013
Responsible person	Business Manager	Scheduled review date	May 2015

INTRODUCTION

As part of the Union's endorsement of diversity and support for equal rights, the organisation strongly advocates for anti-discrimination policies and practices.

PURPOSE

This document sets out

- The Union's policy against such discrimination
- The governance structures, responsibilities and processes that have been established to give effect to that policy.

POLICY

The Union does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap, except where affirmative action may be required to redress individual or social handicaps of people from disadvantaged groups. The Union will make all reasonable accommodations to allow members who experience difficulties in their dealings with the organisation to benefit equally from its work.

Authorisation

Secretary
AEU ACT Branch

ANTI-DISCRIMINATION PROCEDURES

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RESPONSIBILITIES

The Branch Executive will:

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

The Secretary will

- Ensure that
 - the Union's practices and processes incorporate precautions against discrimination in such areas as staff selection and program delivery;
 - Reasonable accommodations are made to allow diverse groups to access benefits provided by the Union;
 - Where appropriate, weight is given to the culture and experiences of individuals from disadvantaged groups.
- Where appropriate, delegate responsibility for compliance to relevant employees or elected officers.
- Oversee the performance of subordinate employees in these matters.
- Review and report to the Branch Executive, 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 Union.

All employees will

- Ensure that they are aware of the Union's policy against discrimination.
- Where appropriate, suggest ways in which practices, systems and procedures could be improved so as to reduce the likelihood of discrimination occurring.

PROCEDURES

The Secretary, with the assistance of the Professional/Women's Officer, will initially review the organisation's procedures in all areas to ensure that these are in accordance with the principles expressed in this policy, and will report to the Branch Executive on this matter.

Employees will follow these procedures.

RELATED DOCUMENTS

- AEU ACT Branch Code of Ethics (POL001)
- Anti-Discrimination Policy (POL006)
- Elimination of Sexual Harassment Policy (POL023)
- Equal Employment Opportunity Policy (POL027)
- Legislative Compliance Policy (POL034)
- Privacy Policy (POL045)

AUTHORISATION

Secretary
AEU ACT Branch

