

6.2 Anti-Discrimination Policy

1. Policy Statement

YUPI Group do not discriminate on the basis of race, colour, national origin, sex, age, religion, disability, or sexual orientation in any of its programs, activities and/or and services or in its employment practices, in accordance with the Anti-Discrimination Act 1991. **Any person found to have violated this anti-discrimination policy will be subject to appropriate disciplinary action.**

Discrimination occurs when race, national origin, colour, gender, age, religion, disability or sexual orientation are used as irrelevant criteria for action.

The Boards and Management of entities in the Group value diversity through the acknowledgement and acceptance of differences and the advocacy for tolerance, social justice, social inclusion and dignity for all (See Cultural Diversity Policy section 4.5). We will constantly strive to create a productive environment, representative of and responsive to different cultural groups, where everybody has an equal chance to succeed.

To preserve a work/study/participation atmosphere that fosters trust, all organisations in the Group affirm the principle that clients/students, departments, administrators and support staff must be treated equitably and evaluated on the basis of merit rather than irrelevant criteria. Particularly, when a person intentionally or inadvertently abuses the power and authority that is inherent in his or her position, there are potential negative consequences both to the individuals involved as well as to the education and working environment of the Group.

Retaliation against persons who bring complaints of discrimination in good faith is prohibited and is, in itself, a form of discrimination that is actionable under this policy. **See Whistle Blower Policy section 6.22.**

2. Affirmative Action in Provision of Services

This policy will not restrict us in providing services lawfully targeted at particular cohorts of clients. On occasions particular programs and services are so targeted. These may include to:

- People with a Disability;
- Indigenous people;
- People from Culturally and Linguistically Diverse (CALD) communities;
- Aged-based cohorts (e.g. young people or mature aged people);
- Parents or sole parents;

3. Our Aims

Using fair, objective and innovative employment and service delivery practices, our aim is to ensure that:

- all employees and potential employees, and all clients are treated fairly and with respect at all stages of their employment or participation in our services;
- all employees and clients have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour, whether based on sex, trans-gender status, marital status, civil partnership status, pregnancy, race, disability, age, political or religious belief or sexuality;
- all employees and clients have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.

4. Responsibilities

The Boards and Management of organisations in the Group recognise it is the right of every employee and contractor to be able to attend work and to perform their duties without being subjected to any form of discrimination, bullying or harassment. Equally, it is the obligation and responsibility of every employee and worker to ensure that the workplace is free from discrimination and harassment. Subject to lawful Affirmative Action arrangements, it is also the right of any client to enjoy the same rights and experiences in their dealings with us.

Staff members have a responsibility to report discrimination and those in managerial roles have a special responsibility to take action to correct it.

5. Redress

Clients, staff and/or contractors who believe that they have been discriminated against may obtain redress through the relevant complaint (grievance) procedures.

They may choose to pursue the matter promptly and equitably to both informal and formal complaints, and will respect, insofar as possible, the right to confidentiality of all persons involved.

Nothing in these procedures prohibits complaints to other Anti-Discrimination bodies.

Approved	30 June 2017	Review Date	30 June 2019
Authorised by	Boards	Responsibility	CEO and Leadership Team
Initial Approval	CEO	Version	1.0

Approved	30 June 2017	Review Date	30 June 2019
Authorised by	Boards	Responsibility	CEO and Leadership Team
Initial Approval	CEO	Version	1.0

