



Inclusion policy

(Equal Opportunity policy)

Policy statement

It is fundamental to the Christian faith and the ethos of Uniting Church in Australia, Synod Victoria and Tasmania (the Synod) that all individuals are treated equally. The Synod is committed to achieving equal employment opportunity for all employees as a means of increasing the effectiveness of the organisation and recognising the true potential of employees.

All employees in Synod workplaces are treated on the basis of their true abilities and merit and are provided with a work environment which is free of discrimination.

Accordingly, all employees are entitled to access employment, promotion, training, transfer and all benefits of employment on the basis of merit and will be assessed on the basis of their skills qualifications, abilities, prior work performance and aptitudes.

Scope

This policy applies to all Synod workplaces and work related activities.

Definitions

Discrimination: is treating a person (or group or people) unfairly and or disadvantaging them because of the following actual or assumed personal characteristic(s):

- age
- carer status, family responsibilities, parental status
- disability / impairment (including physical, sensory and intellectual disability, work related injury, medical conditions, mental, psychological and learning disabilities)
- employment activity
- gender identity, lawful sexual activity, sexual orientation
- industrial activity
- marital status
- physical features
- political belief or activity
- pregnancy, breastfeeding
- race (including colour, nationality, ethnicity and ethnic origin)
- religious belief or activity
- sex
- personal association with someone who has, or is assumed to have, one of these personal characteristics.

Equal Opportunity Officer: Trained advisors and investigators who have experience and expertise in understanding and ensuring compliance in equal opportunity and employment law frameworks. Equal Opportunity Officers will assist to informally resolve behavioural issues with colleagues and to investigate formal complaints as required by the General Secretary. A list of Equal Opportunity Officers can be found on the intranet or on OHS notice boards.

Synod: The Uniting Church in Australia Synod of Victoria and Tasmania



Related policies and procedures

Inclusion procedure
Bullying, Harassment and Sexual harassment policy
Grievance policy
Bullying, Harassment and Sexual harassment procedure
Grievance procedure
EAP Emotional Psychological Support procedure

Related documents

EAP brochure
Lay Staff Collective Employment Agreement
UC Camping Lay Staff Collective Employment Agreement
Age Discrimination Act 2004 (Cth)
Australian Human Rights Commission Act 1986 (Cth)
Disability Discrimination Act 1992 (Cth)
Equal Opportunity Act 2010 (Vic)
Fair Work Act 2009 (Cth)
Occupational Health and Safety Act 2004 (Vic)
Racial Discrimination Act 1975 (Cth)
Sex Discrimination Act 1984 (Cth)

Ethos and Values of the Uniting Church in Australia

As an employer, we express the ethos of Christianity to love one another, to live justly and to seek the reconciliation and renewal of all creation by respecting ourselves and all whom we serve and employ. We strive to do so by:

- Being inclusive
- Acting and advocating for a just society
- Working for peace and justice in the World
- Having an openness to the wisdom of people of other faiths and views
- Implementing environmentally sustainable practices

In our workplace we value justice, inclusion, compassion, shared leadership, respect, integrity, wise stewardship and innovation. The Uniting Church in Australia is committed to keeping children safe.

The Ethos and Values of the Uniting Church in Australia should be considered in the interpretation of this policy.

Implementation

The Equal Employment Opportunity Officer is responsible for monitoring the Synod's Inclusion (Equal Employment Opportunity) policy.

VERSION: APPROVAL	POLICY MANAGER	REVIEW DATE
1: Senior Leadership Team	Director People & Culture	24 August 2015
2: Senior Leadership Team	Director People & Culture	26 October 2019

Further assistance

Contact People & Culture for interpretation and assistance with this policy.