

Anti-discrimination

Category:	Caring for people	Version:	1
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Purpose

To provide guidance on meeting federal and state legislative standards so as to comply with legislation and provide a safe, happy and inclusive workplace and community for all. This policy addresses the key permaculture principle of caring for people.

Policy

1. It is The Farm's duty and commitment to ensure that there is no discrimination or harassment in The Farm community and to provide equal opportunities for all people. Discrimination or harassment will not be tolerated under any circumstances and disciplinary action will be taken against any volunteer or staff member who breaches this policy.
2. Commonwealth and State laws require all employers, managers and supervisors to treat all their employees, volunteers and anyone who applies for a job with them, fairly.
3. The Farm's *Objects of Association* also specifically support the involvement of people with disability in the activities of the Farm.
4. Discrimination and harassment occur when a person is discriminated against or harassed because of their *race, colour, descent, national or ethnic origin*, as defined under the *Racial Discrimination Act 1975*, or because of their *sex, marital status or pregnancy* as defined under the *Sex Discrimination Act 1984*, or because of a *disability* as defined under the *Disability Discrimination Act 1992*. Unfair discrimination based on *age, industrial activity, sexual orientation, career status, physical features, political beliefs or activity or religious activity* is unlawful as covered in *Queensland's Anti-Discrimination Act 1991*.
5. The Farm notes that discrimination or harassment on of the grounds listed in the legislation listed above is against the law.

Procedures

1. Any case of discrimination or harassment should be handled in accordance with the Conflict Resolution Policy.

