

# ECHO POLICY

## DIVERSITY AND INCLUSION

### The application of this Policy is by adherence to:

<b>Related Standards</b>	Aged Care Quality Standards National Standards for Disability Services National Disability Insurance Scheme (NDIS) Practice Standards State Occupational Health and Safety (OHS) legislation Communication Policy Confidentiality and Privacy Policy Privacy Amendment (Private Sector) Act 2000 Anti-Discrimination Laws Equal Opportunity Act
<b>Award (where Applicable)</b>	N/A

## PURPOSE

This policy provides a framework to ensure ECHO's services are inclusive and cater for a diverse range of clients, with a diverse workforce and inclusive workplace.

## POLICY STATEMENT

ECHO respects and values the diversity of its people - employees, volunteers, clients, community partners and other stakeholders.

ECHO is committed to:

- Value the diversity of its employees, volunteers, clients, community partners and other stakeholders
- Uphold Equal Employment Opportunity (EEO) principles to ensure all people have equal access to employment, development and career growth opportunities, free from any discrimination and bias
- Uphold the right of all ECHO people to be treated with respect and fairness while performing their work
- Ensure ECHO's workplace is free of discrimination, harassment, bullying and other unlawful behaviour
- Ensure that all complaints are treated confidentially, seriously and sympathetically and that appropriate action is taken whenever discrimination, bullying and/or harassment occurs.
- Plan, design and deliver culturally appropriate and responsive services to clients irrespective of race, religion, politics, age, ability, gender, sexuality or any other attribute
- Recognise the value of our multicultural society.

ECHO acknowledges there are situations where proactive lawful discrimination may be applied to support the goals of diversity and inclusion.

It is the responsibility of all staff to monitor their own behaviour. Any reports of discrimination, harassment or bullying will be treated seriously and investigated promptly, confidentially and impartially.

<b>Process Owner</b>	CEO		
<b>Application:</b>	All employees and volunteers (ECHO people)	<b>Exceptions:</b>	Nil
<b>Author:</b>	CEO	<b>Reviewed By</b>	Quality Manager
<b>Approved:</b>	CEO	<b>Date:</b>	13 April 2022
<b>Issue</b>	For review every 2 years as a minimum	<b>Date:</b>	13 April 2024

<b>Revision History</b>		
<b>Rev #</b>	<b>Date</b>	<b>Summary</b>
00	13/07/2023	