

Equal Opportunity & Anti-Discrimination

Policy – Equal Opportunity

The MNA Board aims to provide a welcoming, supportive, and emotionally and physically secure working environment for every member of its subcommittees and event participants, employees and volunteers. MNA recognises and promotes human rights, and values the diversity of culture, beliefs, practices, customs, physical and intellectual abilities and life experience of the whole Moreton community.

MNA aims to create an inclusive culture that fosters acceptance and respect for diversity. In doing so, we seek to deepen understanding and knowledge, promote child, adult, volunteer and staff wellbeing and help everyone achieve their full potential. MNA is enriched by and celebrates the diversity of our whole Moreton community.

That is why discrimination, harassment, vilification, bullying and victimisation will not be tolerated at MNA Subcommittees or events under any circumstances.

Policy – Anti-Discrimination

Discrimination is unacceptable at all MNA events or meetings.

Discrimination may be direct or indirect – both are against the law.

Direct discrimination occurs if a person treats, or proposes to treat, a person with a protected attribute covered by an equal opportunity law unfavourably because of that attribute regardless of whether the person is aware of the discrimination or considers the treatment to be unfavourable.

Indirect discrimination occurs where a person imposes, or proposes to impose, a requirement, condition or practice that has, or is likely to have, the effect of disadvantaging people with a protected attribute, and that is not reasonable.

Principles – Responding to Equal Opportunity Complaints and Anti-Discrimination Complaints

1. MNA will take action to prevent discrimination, harassment, vilification, bullying and victimisation and to promote a safe and inclusive organization and the events it runs under its Subcommittees.
2. MNA will take immediate and appropriate action to address and resolve EO issues and complaints.
3. MNA will take action to promote human rights both in terms of policy and practice and within its activities and culture.

Procedure – Equal Opportunity Complaints & Discrimination Complaints

1. In the event that there is complaint, refer to the [Complaints Management Policy](#).

MNA Inc Jan 2017

Version

1.0

Review

Jan 2018 or as required