

# ANTI-DISCRIMINATION POLICY

Providing affordable accommodation for low  
income and disadvantaged single people

## Policy Statement

SCH will not tolerate discrimination of any kind and the organisation's policies, procedures and practices are a direct reflection of the commitment to individuals and groups to ensure equal treatment.

## Procedure

The following items of legislation are a basis for our non-discriminatory work practices:

- Australian Human Rights Commission Act 1986 (Commonwealth)
- Fair Work Act 2009 (Commonwealth)
- Racial & Religious Tolerance Act 2001 (Victoria)
- Charter of Human Rights & Responsibility Act 2006 (Victoria)
- Equal Opportunity Act 2010 (Victoria)

In addition to this legislation, Convention 111 of the International Labour Organisation declares discrimination, exclusion or preference unacceptable on the basis of: age, race, colour, gender, religion, political opinion, national

extraction, social origin, trade union activity, irrelevant criminal record, pregnancy, industrial activity, lawful sexual activity, marital status, breastfeeding, family responsibilities, or irrelevant medical record. Some exemptions may apply.

This overarching policy statement is enacted through a number of organisational policies, including:

- Access and Participation Policy
- Housing Allocation Policy
- Code of Conduct
- Privacy Policy

The policy is reinforced through comprehensive induction of new staff and Board Members and through regular staff development programs and training.

Allegations of discrimination shall be dealt with either via the Complaints Policy for tenants and other key stakeholders, such as support agencies, or via the Organisational Grievance Procedure where staff and/or Board Members are involved.