



## Policy – Diversity

Version No.	Next Review Date	Approval Date	Document Owner	Authorising person
1.0	December 2020	December 2017	CPC	Board of Directors

## Review History

Version No.	Version Date	Summary of Changes	Author
1.0	December 2017	Policy Created	CPC

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## Target Audience

IPC Health Staff, Board of Directors, Company Members, Community Members, Volunteers and Contractors.

## Definitions

ATSI	Aboriginal Torres Strait Islander
LGBTI	Lesbian, Gay, Bisexual, Intersex.

## Policy statement

This policy reflects the way that we value diversity and inclusion. IPC Health is committed to building a workforce that is representative of the communities in which we live and work. We value diversity.

The term diversity refers to what makes us different. It covers gender, age, language, disability, ethnicity, cultural background, sexual orientation and religious belief. Diversity also refers to our many other differences in education, work experience, occupation, socio-economic background, marital status and whether or not we have family and carer responsibilities. Workplace diversity encompasses, but goes beyond, the traditional concept of Equal Employment Opportunity (EEO).

Our objective is to ensure that we are representative of the community we serve and that we value and make the fullest possible use of the diverse backgrounds, skills, talents and perspectives of all our people. We seek to ensure full participation of staff, community members and Board Members. EEO policies address continued disadvantage experienced by particular groups of people in the workplace, including women, Indigenous Australians, people with disabilities and those who suffer disadvantage on the basis of race or ethnicity. These policies remain an important foundation for our diversity strategy. The policy extends to all IPC Health employees, volunteers and clients.

## Policy principles

IPC Health is committed to providing an organisational culture and workplace that fosters diversity and inclusion within all areas of the organisation including the programs that we deliver.

We will achieve this through eliminating stigmas and limitations, and creating a culture of inclusion through the promotion of education, awareness and mutual understanding.

We will not tolerate unlawful discrimination, harassment, workplace bullying or victimisation in the workplace.

It is our policy to treat all employees, prospective employees, clients, agents, contractors or suppliers fairly and equally regardless of their race, colour, sex, sexual preference, age, physical or mental disability, marital status, family or carer's responsibilities, pregnancy, political opinion, national extraction or social origin.

All decisions regarding recruitment, development, promotion and remuneration are based on merit using performance and capability data.

The way in which we treat and care for our clients is done with our diversity objectives in mind and respects their personal needs at all times.

### **Policy Implementation**

IPC Health recognises the Diversity Policy and actively supports a diverse workforce through initiatives and in association with (and not limited to):

- The ATSI Community
- The LGBTI Community
- The Gender Equality Reporting & Action plan
- Association with organisations such as White Ribbon Australia

### **Associated frameworks, policies, procedures and guidelines**

- The Equal Opportunity Policy
- The Code of Ethical Behaviour
- The Bullying, Stalking, Cyber-Bullying & Workplace Violence Policy

### **Associated legislation**

- The Sex Discrimination Act