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| <b>ACCESS AND EQUITY POLICY</b> |                  | Document #<br>AOH-BP003          | Print Date<br>N/A             |
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## POLICY

In accordance with Catholic Social Justice Principles, the Archdiocese of Hobart (Archdiocese) affirms the intrinsic value and human dignity of all persons. While holding that all people are equal, the Archdiocese will be aware of and sensitive to the needs of the disadvantaged, devalued and distressed members of society.

The Archdiocese is committed to implementing a range of strategies with the aim of ensuring there is no discrimination and there are no special barriers to participation in Archdiocesan services, facilities and programs. The Archdiocese seeks to provide an inclusive environment where diversity is valued and where its resources and opportunities are shared in a fair and equitable way.

“**Access**” means that people wishing to use Archdiocesan services and facilities and to participate in Archdiocesan programs will be able to do so regardless of their race, culture, disability, religion or language, health status, financial status, marital status, family status, gender, pregnancy or any other personal attribute.

“**Equity**” means that those people who are entitled to use Archdiocesan services, facilities and programs are able to do so on a fair and appropriate basis.

## Guidelines

This policy will be implemented in line with the following guidelines:

- Archdiocesan services, facilities and programs will be available to people who are entitled to use them free from any discrimination.
- Archdiocesan services, facilities and programs will be developed and delivered on the basis of fair treatment of all people who are entitled to use them.
- The Archdiocese will develop and implement appropriate communication strategies to inform people of the services, facilities and programs and how to access them.
- The Archdiocese will be sensitive to the needs and requirements of diverse groups and individuals in the community and will be responsive as far as practical to particular circumstances.
- The development and implementation of services, facilities and programs will be focused on results and meeting the needs of people irrespective of personal attributes.
- The Archdiocese will optimize the use of resources in developing and implementing services, facilities and programs to meet the diverse needs of the community.
- Specific procedures may be developed at Agency level to meet the needs of particular programs.
- This policy does not conflict with the right of funding bodies to identify eligibility criteria for the programs they fund.
- The Archdiocese will seek to build capacity in communities while simultaneously seeking to reduce barriers to participation in the wider Australian community.
- The Archdiocese does not have unlimited resources and consequently decisions may have to be made regarding the most effective application of its finite resources.