



<b>ACCESS AND EQUITY POLICY</b>		Document # AOH-BP003	Level: Tier 1
		Prepared By: GRC Manager	Date Prepared: 2 August 2017
Effective Date: 30 August 2018	Revision # V5	Reviewed By: PR&CM Committee	Date Reviewed: 6 August 2018
Compliance: Age Discrimination Act 2004 (Cth) Australian Human Rights Commission Act 1986 (Cth) Fair Work Act 2009 (Cth) Human Rights and Equal Opportunity Commission Act 1986 (Cth) Racial Discrimination Act 1975 (Cth) Sex Discrimination Act 1984 (Cth) Anti-Discrimination Act 1998 (Tas) Work Health & Safety Act 2012 (Tas)			

### Purpose

In accordance with Catholic Social Justice Principles, the Archdiocese of Hobart ('Archdiocese') affirms the intrinsic value and human dignity of all persons.

The Archdiocese is committed to implementing a range of strategies with the aim of ensuring participants can access services and activities. 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.

### Scope of Application

This policy applies to the Archdiocese and its agencies including: Archbishop's Office, Parishes, Church Office, CatholicCare Tasmania, Centacare Evolve Housing, Catholic Education Tasmania and the Catholic Development Fund.

This policy may also be used to apply to bodies or committees associated with any of the above agencies, established to progress initiatives under the auspices of the Archdiocese.

### Policy

Consistent with Archdiocesan values, agencies must ensure that:

- Services and activities will be available to people who are entitled to use them free from any discrimination
- Services and activities will be developed and delivered on the basis of fair treatment of all people who are entitled to use them
- Appropriate communication strategies are developed to inform potential participants of services and activities and how to access them
- Services and activities 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

- Services and activities will be focused on outcomes and meeting the needs of people irrespective of personal attributes
- Services and activities will optimise the use of resources in developing and implementing services to meet the diverse needs of the community
- Specific strategies are developed as necessary at agency levels to meet the needs of particular programs
- Where services and activities have eligibility and/or educational enrolment policies in accordance with Catholic doctrine or contractual obligations they must be clearly written and publicly accessible.

## Definitions

**Access:** refers to the right and ability of an individual or group to have fair, reasonable and easy access to Archdiocesan services and activities.

**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.

## Related Documents

Anti-Discrimination, Bullying and Harassment Policy

Diversity Policy

Whistleblower Policy

Workplace Behaviour Policy

Work, Health and Safety Policy

## Changes to this policy

The Archdiocese will review this policy from time to time and updates are available on the website.

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## Policy approved by:

Most Rev Julian Porteous, Archbishop of Hobart,

11 August 2018