



<b>DIVERSITY POLICY</b>		Document # AOH-HR023	Level: Tier 1
Effective Date: 30 August 2018	Revision # V2	Prepared By: GRC Manager	Date Prepared: 30 January 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)		Reviewed By: PR&CM Committee	Date Reviewed: 6 August 2018

### **Purpose**

The Archdiocese of Hobart ('Archdiocese') appreciates the value inherent in a diverse workforce. The purpose of this policy is to express how it will effectively manage diversity.

Diversity may result from a range of factors including origin, age, gender, race, cultural heritage, religious affiliation, lifestyle, sexual orientation, education, physical ability, appearance, language or other factors. The Archdiocese values the differences between people and the positive contribution these differences can make to how it goes about its business and delivers on its Mission.

### **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**

The Archdiocese will actively manage diversity, seeking ways of utilising the differences that exist in order to improve on the delivery of its Mission and achievement of its objectives. The Archdiocese will actively and flexibly endeavour to accommodate the individual needs of its many different employees.

Above all, the Archdiocese is committed to ensuring that all employees are treated with respect and dignity.

### **Diversity Responsibilities**

It is the responsibility of all workers to create an environment where:

- There is tolerance of difference whereby all are treated fairly and with respect and dignity
- The ability to contribute and access opportunities is based on merit
- Inappropriate attitudes or behaviours are confronted.

## Equal Opportunity in Employment

All Archdiocesan entities nominated herein will provide equal opportunity in respect to employment and employment conditions, including:

- Recruitment and selection
- Training
- Pay and benefits
- Accommodation of special needs
- Career advancement
- Personal support.

The Archdiocese is committed to supporting employees and managers in achieving a diverse workplace. Managers are responsible for developing and encouraging a positive environment, where all employees are treated with respect and dignity.

Managers must take responsibility for reporting breaches of this policy and are required to act at all times in accordance with its spirit.

The Archdiocesan Human Resource Team is available to support managers and others with ongoing training on education in diversity, equal opportunity, harassment and to achieve the objective of dignity at work.

## Definitions

**Discrimination:** is unlawful on the basis of one or more of the characteristics listed in the *Anti-Discrimination Act 1988* (Tas): age, race, disability, irrelevant medical record, gender, gender identity, intersex, breastfeeding, pregnancy, sexual orientation, relationship status, lawful sexual activity, marital status, family responsibilities, parental status, irrelevant criminal record, religious belief or affiliation, religious activity, political belief or affiliation, political activity, industrial activity or the association with a person who has or is believed to have any of the other attributes.

**Worker:** anyone who is acting in support of the Mission of the Archdiocese. This includes, employees, contractors and volunteers.

## Related Documents

Access and Equity Policy  
Anti-Discrimination, Bullying and Harassment Policy  
Workplace Behaviour 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