



FEELS LIKE HOME SUPPORT SERVICES

CORE MODULE: EQUITY AND
ANTI-DISCRIMINATION

Legal name: Feels Like Home Support Services Pty Ltd

Business/trading name: Feels Like Home Support Services

Head office: Suite 303 – 7 Clunies Ross Court, Eight Mile Plains, QLD

Phone: 1300 035 477

Email: info@flhss.com.au

Website: www.flhss.com.au

Rev.1

Date: 21 March 2023



EQUITY AND ANTI-DISCRIMINATION POLICY AND PROCEDURE

POLICY

The purpose of this policy and procedure is to demonstrate Feels Like Home Support Services' commitment to workplace free from harassment and discrimination. This policy and procedure also set out Feels Like Home Support Services' commitment to equal opportunity.

Feels Like Home Support Services will ensure all staff are valued and encouraged to contribute. Feels Like Home Support Services' staff are expected to comply with anti-discrimination and harassment legislation.

As an equal opportunity employer, Feels Like Home Support Services is bound by all relevant State and Federal legislation in relation to equal employment opportunity (EEO). This legislation ensures that no staff member will be discriminated against unfairly or unlawfully.

Feels Like Home Support Services is an equal opportunity employer and it will comply with all relevant State and Federal legislation in relation to equal employment opportunity.

DEFINITIONS

Term	Definitions
Equity	treating all persons fairly and without discrimination.
Discrimination	treating a person less favourably than others in similar circumstances because of a personal attribute that has no relevance to the situation.
Age discrimination	Discrimination on the basis of age (regardless of age) or on the basis of age-specific characteristics or characteristics generally associated with a person of a particular age.
Disability discrimination	Discrimination on the basis of physical, intellectual, psychiatric, sensory, neurological or learning disability, physical disfigurement, disorder, illness or disease that affects thought processes, perception of reality, emotions or judgement, or results in disturbed behaviour, and presence in body of organisms causing or capable of causing disease or illness (e.g., HIV virus).
Racial discrimination	Discrimination on the basis of race, colour, descent or national or ethnic origin and in some circumstances, immigrant status.



Sex discrimination	Discrimination on the basis of sex, marital or relationship status, pregnancy or potential pregnancy, breastfeeding, family responsibilities, sexual orientation, gender identity or intersex status.
Sexual harassment	Any form of unwanted, unwelcome, or uninvited sexual behaviour that is offensive, humiliating, or embarrassing.
Workplace harassment	repeated behaviour, other than behaviour amounting to sexual harassment, of one employee or group of staff members that is unwelcome, unsolicited, and considered to be offensive, intimidating, humiliating, or threatening by another staff member.

PROCEDURES

Feels Like Home Support Services complies with EEO requirements in relation to recruitment selection, pay and benefits, training and development, promotion, discrimination and harassment, performance appraisals and terminations.

Staff will not be discriminated against on the grounds of sex, colour, race, nationality, ethnicity, religion, disability, age, pregnancy, marital or parental status, political belief, or sexual orientation.

Staff are not subject to no will engage in unlawful harassment (including racial vilification, sexual harassment, homosexual and transgender vilifications) or discrimination against another staff.

Feels Like Home Support Services has a responsibility to report any allegation of abuse if there is reasonable belief that an incident taken place.

Feels Like Home Support Services takes breaches of this policy and procedure very seriously.

Staff who feel they are the subject of discrimination or harassment should lodge a formal complaint to Director.

MONITORING AND REVIEW

Feels Like Home Support Services Management Team will review this policy and procedure at least annually. This process will include a review and evaluation of current practices and service delivery types, contemporary policy and practice in this clinical area, the Incident Register and will incorporate staff, participant, and other stakeholder feedback. Feedback from service users, suggestions from staff and best practice developments will be used to update this policy.

Feels Like Home Support Services Continuous Improvement Plan will be used to record and monitor progress of any improvements identified and where relevant feed into Feels Like Home Support Services service planning and delivery processes.