



## ANTI-DISCRIMINATION POLICY

Drafted by	Annette Demack	Approved by Board on	26-9-2018
Responsible person	Annette Demack	Scheduled review date	September 2020

### INTRODUCTION

Conductive Education Queensland endorses diversity, supports equal rights, and does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical disability, whether covered by applicable legislation or not, except where affirmative action may be required to redress individual or social handicaps of people from disadvantaged groups.

### PURPOSE

This document sets out

- Conductive Education Queensland's policy against such discrimination
- The governance structures, responsibilities and processes that have been established to give effect to that policy.

### POLICY

Conductive Education Queensland does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap or any other personal attribute protected by law, except where affirmative action may be required to redress individual or social handicaps. Conductive Education Queensland will make all reasonable accommodations to allow people who experience difficulties in their dealings with the organisation to benefit equally from its work.

### AUTHORISATION

Angela Polkinghorne, Board Secretary  
Conductive Education Queensland  
26 September 2018

**Policies** can be established or altered only by the Board: **Procedures** may be altered by the Managing Director



## ANTI-DISCRIMINATION PROCEDURES

Drafted by	Annette Demack	Approved by	26-09-2018
Responsible person	Annette Demack	Managing Director on	Scheduled review date
			September 2020

### RESPONSIBILITIES & PROCESSES

#### 1. The Board will:

- Regularly review the leadership and commitment given to eliminating discrimination through active promotion of the organisation's Anti-Discrimination Policy.
- Monitor performance by way of periodic management reports and assurances.

#### 2. The MANAGING DIRECTOR will:

- Ensure that:
  - CEQ's practices and processes incorporate precautions against discrimination in such areas as hiring, client selection, and program delivery;
  - Reasonable accommodations are made to allow diverse groups to access benefits provided by the organisation;
  - Where appropriate, weight is given to the culture and experiences of individuals from disadvantaged groups.
- Where appropriate, delegate responsibility for compliance to officers with responsibility for particular sections.
- Oversee the performance of subordinate officers in these matters.
- Review and report to the Board, as appropriate, on the effectiveness of the management systems established to remove discrimination.
- Promote a culture of effective policy compliance across the organisation.

#### 3. All staff and volunteers will:

- Ensure that they are aware of the organisation's policy against discrimination;
- Not act in a manner that would be considered to be discriminatory pursuant to this policy or any applicable legislation;
- Where appropriate, suggest ways in which practices, systems and procedures could be improved so as to reduce the likelihood of discrimination occurring.

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## **AUTHORISATION**

Annette Demack  
Managing Director  
26 September 2018

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