



POLICY

Drafted by	L Chiplin	Approved by Board on	17 September 2022
Date drafted	4 September 2022	Reviewed date	N/A
		Scheduled review date	17 September 2025

Anti-Discrimination

Introduction

TLCFM 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 disadvantage of people from disadvantaged groups.

Purpose

This document sets out TLCFM's policy against such discrimination.

The purpose of this document is to outline the governance structures, responsibilities and processes that have been established to give effect to this policy.

Policy

TLCFM does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical disability or any other personal attribute protected by law, except where affirmative action may be required to redress individual or social disadvantage.

TLCFM will make all reasonable accommodations to allow people who experience difficulties in their dealings with the organisation to benefit equally from its work.

Procedure

Responsibilities

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.

The President will:

- ensure that the organisation's practices and processes incorporate precautions against discrimination in such areas as membership eligibility and program delivery
- ensure that reasonable accommodations are made to allow diverse groups to access benefits provided by the organisation
- ensure that, 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 supervisors in these matters
- review and report to the Board, as appropriate, on the effectiveness of the management systems established to remove discrimination
- analyse material breaches and identified compliance system weaknesses for systematic trends and ensure that any adverse trends are addressed
- promote a culture of effective policy compliance across the organisation.

All members 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.

Processes

The President will initially review the organisation's procedures in all areas to ensure that these are in accordance with the principles expressed in this policy.

The President will review any changes to the organisation's procedures in all areas to ensure that these are in accordance with the principles expressed in this policy.

Members will follow these procedures.

TLCFM Compliance Obligations

The Board is responsible for the development, operation and review of this policy.