



Archdiocese of Hobart

Policy Document

DIVERSITY POLICY		Document # AOH-HR023	Print Date N/A
		Prepared By: HR Advisor	Date Prepared: 27 March 2015
Effective Date: 20 July 2015	Revision # 1.0	Reviewed By: PSMC	Date Reviewed:
Standard: Integrity in the Service of the Church, Professional Standards Committee (ACBC) Disability Discrimination Act 1992 Age Discrimination Act 2004 Australian Human Rights Commission Act 1986 Racial Discrimination Act 1975 Sex Discrimination Act 1984 Tasmania Anti-Discrimination Act 1998 Fair Work Act 2010		Approved By: Business Manager	Date Approved: 20 July 2015

Scope

This Diversity Policy applies to all employees and volunteers of the Archdiocese of Hobart (Archdiocese) and its associated entities including the Church Office, the Archbishop's Office, Parishes, CatholicCare Tasmania and its related entities, and the Catholic Development Fund.

Policy

The Archdiocese appreciates the value inherent in a diverse workforce. Diversity may result from a range of factors; 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.

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. This requires that 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 and that all employees 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; and
- personal support.

The Archdiocese is committed to supporting employees and managers in the achievement of having 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 should themselves act at all times in accordance with its spirit.

To support managers and others, ongoing training and education in diversity, equal opportunity and harassment are available and the Archdiocesan Human Resource Advisory team is also available to support managers and others to achieve the objective of dignity at work.

The Human Resource Advisory team will monitor organisational performance in meeting these standards and policies.

Related Documents

Anti-Discrimination, Bullying and Harassment Policy

Employee Grievance Policy

Workplace Behaviour Policy