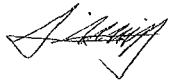
 <p>YMCA We build strong PEOPLE strong FAMILIES strong COMMUNITIES</p>	Management Area: CHILDRENS SERVICES	Pages: [05] Version No: [02] Date: [01/12/2009]
	Sub section (if applicable):	Signed: 
Policy Title: ANTI-DISCRIMINATION		Author: CHILDCARE TASKFORCE

1. Scope

- 1.1. Staff, management, families & children.

2. Policy Statement

Discrimination will not be tolerated under any circumstances. Disciplinary action will be taken by the YMCA of Sydney against any employee or agent who breaches the Anti-Discriminatory Policy.

Human Rights and Equal Opportunity Act 1996 (Commonwealth)

Grounds of Discrimination:

Breaches of human rights by any Commonwealth body or agency and discrimination in employment on the basis of race, colour, sex, religion, political opinion, national extraction, social origin, age, medical record, criminal record, marital status, impairment, disability, nationality, sexual preference, trade union activity. Harassment on any of these grounds is a form of discrimination.

3. Related Policies & Procedures/Guidance Notes


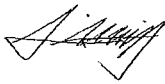
- 3.1. Behaviour Management
- 3.2. Complaints Procedures
- 3.3. Conditions of Employment
- 3.4. Cultural Relevance/Anti-Bias
- 3.5. Gender Equity
- 3.6. Multicultural
- 3.7. Service Access

4. Responsibilities & Delegations

- 4.1. The Childcare Taskforce is responsible for the review of this policy.
- 4.2. The Childcare staff are responsible for the implementation of this policy.
- 4.3. The families and children are responsible for the support of this policy.

5. Considerations

- 5.1. Racial Discrimination Act (Commonwealth)

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- 5.2. Sex Discrimination Act (Commonwealth)
- 5.3. Disability Discrimination Act (Commonwealth)

6. Records Maintenance

- 6.1. This policy is to be reviewed annually.

7. Procedures

Areas Covered:

1. Commonwealth body or agency
2. Employment and Occupation

Process for Decision Making:

- Complaint must be in writing
- Assessed if within jurisdiction
- Investigated
- Conciliation attempted, if cannot be conciliated, the Human Rights Commissioner can report complaint to Attorney General

Racial Discrimination Act 1992 (Commonwealth)

Grounds of Discrimination:

Race, colour, descent or national or ethnic origin. Harassment on any of these grounds is a form of discrimination.

Areas Covered:


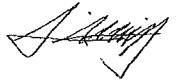
1. Employment
2. Provision of goods and services
3. Right to join trade unions
4. Access to places and facilities, land, housing and other accommodation.

Process for Decision Making:

- Complaint must be in writing
- Assessed if within jurisdiction
- Investigated
- If unsuccessful, complainant may take the complaint to the Federal Court or the Federal Magistrate Service for a hearing and determination.

Sex Discrimination Act 1984 (Commonwealth)

Grounds of Discrimination:

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Sex, marital status, pregnancy, family responsibility (dismissal only), sexual harassment.

Areas Covered:

- Employment
- Partnerships
- Qualifying bodies
- Registered organisations
- Employment agencies
- Education
- Good, service and facilities
- Accommodation
- Land
- Clubs
- Awards
- Enterprise Agreements

Process for Decision Making:

- Complaint must be in writing
- Assessed if within jurisdiction
- Investigated
- If unsuccessful, complainant may take the complaint to the Federal Court or the Federal Magistrate Service.

Disability Discrimination Act 1992 (Commonwealth)

Grounds of Discrimination:


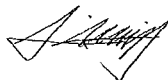
Physical, Intellectual, psychiatric, sensory, neurological or learning disabilities, physical disfigurement, presence in body of disease causing organism (e.g. HIV virus). Harassment on any of these grounds is a form of discrimination.

Areas Covered:

- Employment
- Education
- Access to premises
- Accommodation
- Buying or selling land
- Activities or clubs
- Sport
- Administration of Commonwealth laws and programs
- Provision of goods
- Services and facilities

Process for Decision Making:

- Complaint must be in writing
- Assessed if within jurisdiction

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- Investigated
- If unsuccessful, complainant may take the complaint to the Federal Court or the Federal Magistrate Service.

New South Wales Discrimination Act (1991)

Grounds of discrimination:

Sex, sexual harassment, sexuality, Tran sexuality, age, profession, trade, occupation or calling, marital status, status as a parent of carer, pregnancy, race, racial vilification, religious or political conviction, impairment, membership or non-membership of association of employers or employees, association with a person with the above attribute.

Areas Covered:


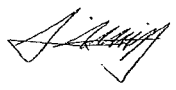
- Work
- Employment agencies
- Education
- Access to premises
- Goods, services or facilities
- Accommodation
- Clubs
- Qualifying bodies
- Professional or trade organisations
- Requests etc. for information

Process for Decision Making:

- Complaint must be in writing on the complaint form to the Discrimination Commissioner.
- Investigated
- Conciliation attempted
- If unsuccessful, matter can be referred to the Discrimination Tribunal for public hearing and determination which is enforceable by law.

The YMCA of Sydney aims to:

1. Create a working environment which is free from discrimination and harassment and where all members of staff are treated with dignity, courtesy and respect.
2. Implement training and awareness raising strategies to ensure that all employees know their rights and responsibilities.
3. Provide an effective procedure for complaints based on the principles of natural justice.
4. Treat all complaints in a sensitive, fair, timely and confidential manner.
5. Guarantee protection from any victimisation or reprisals.
6. Encourage the reporting of behaviour which breaches the discrimination and harassment policy.
7. Promote appropriate standards of conduct at all times.

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It is every YMCA of Sydney employee's responsibility to not participate in discriminatory or harassing behaviour in the workplace. Managers and supervisors should ensure that staff and clients are not harassed or discriminated against within the workplace.

8. Version History

Version	Description of changes	Author	Effective Date
2	Review and update. New format	M. Rupnik	December 2009

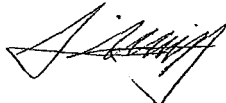
I endorse the Anti Discrimination Policy.

Name: *Maryann Rupnik*
 Childrens Services Program Manager

Signature: 

Date: 7 December 2009

Name: *Liam Whitley*
 Group Manager

Signature: 

Date: 7 December 2009