

ANTI-DISCRIMINATION POLICY

Policy number	1001	Version	1
Drafted by	Fraser Baxter	Approved by	08.09.2020
		Committee of	
		Management on	
Responsible person	Secretary	Scheduled review date	07.09.2021

PURPOSE

This document sets out

- Brain Injury Matters policy against such discrimination.
- The governance structures, responsibilities and processes that have been established to give effect to that policy.

POLICY

Brain Injury Matters 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 or any other personal attribute protected by law, except where affirmative action may be required to redress individual or social disabilities. Brain Injury Matters will make all reasonable accommodations to allow people who experience difficulties in their dealings with the organisation to benefit equally from its work.

AUTHORISATION



Virginia Giddings
Executive Secretary
Brain Injury Matters
10/09/2020

ANTI-DISCRIMINATION PROCEDURES

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RESPONSIBILITIES

1. The Committee of Management will:

- Regularly review the leadership and commitment given to eliminating discrimination through active promotion of the organisation's Anti-Discrimination Policy.
- Ensure that:
 - the organisation's practices and processes incorporate precautions against discrimination in such areas as hiring, membership, and program delivery;
 - Reasonable accommodations are made to allow diverse groups to access benefits provided by the organisation; and
 - Where appropriate, weight is given to the culture and experiences of individuals from disadvantaged groups.
- Review and report, as appropriate, on the effectiveness of the management systems established to remove discrimination.
- Analyse material breaches and ensure that any adverse trends are addressed.
- Promote a culture of effective policy compliance across the organisation.

2. All BIM members, staff and volunteers at all levels will:

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

PROCESSES

The Committee of Management will initially review the organisation's procedures in all areas to ensure that these are in accordance with the principles expressed in this policy and will report on this matter.

The Committee of Management 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.

BIM members, staff and volunteers will follow these procedures.



AUTHORISATION

A handwritten signature in black ink, appearing to read "V Giddings".

Virginia Giddings
Executive Secretary
Brain Injury Matters
10/09/2020