

GETHSEMENE VOLUNTEER FAIR TREATMENT POLICY

Everyone at Gethsemene Community Inc. (“**Gethsemene**”) gets a ‘Fair Go’

Gethsemene has a commitment to treat all Volunteers in a fair and consistent manner. This means volunteer gets a “fair go”. Age, carer status, disability, industrial activity, lawful sexual activity, marital status, parental status, personal association, physical features, political belief or activity, pregnancy, race, religious belief or activity or sex, play no part in decision making processes.

The policy of Gethsemene is that all volunteers should be able to work in an environment free of discrimination, harassment or bullying. Discrimination and harassment are unacceptable forms of behaviour and may be grounds for dismissal. It does not matter whether or not someone intends to treat another unfairly or to discriminate. Unfair treatment or discrimination will not be tolerated under any circumstances.

It is the responsibility of all volunteers to take all possible care to ensure a working environment that is free from discrimination/harassment and that at no time is Gethsemene’s stance on discrimination/harassment compromised.

It is also against the law for any volunteer to discriminate against or harass another volunteer or another employee.

1.1 Direct Discrimination

Direct discrimination is when someone is treated less favourably because of sex, race, or other protected attribute including:

- sex
- age
- disability or impairment
- race/nationality/ethnicity/origin
- political beliefs
- industrial activity, membership or non-membership of an industrial or professional organisation
- religious belief or activity
- physical features
- lawful sexual activity transgender
- pregnancy

- status as a carer or parent
- family or carer responsibilities
- marital status
- personal association with a person with the above attributes

1.2 Indirect Discrimination

This is when treatment is applied equally but:

- An employee does not or cannot comply with a rule, condition, practice or requirement, whether existing or proposed, because of a protected attribute (age, race, sex, and so on) and a higher proportion of people without that attribute or with a different attribute do or can comply with it. For example, it might disadvantage more people of one sex than another, or more people from one ethnic background than other ethnic backgrounds
- In this sort of case, if the treatment is not 'reasonable in all the circumstances' it will be indirect discrimination and against the law/our policy

In this workplace we aim to eliminate any form of indirect discrimination.

1.3 No Harassment or Bullying

In this workplace there is to be no sexual harassment, disability harassment, racial harassment, or any other type of unlawful harassment. This means no behaviour based on sex, race, age or other protected attribute, that is:

- Not wanted, not asked for, and not returned; and
- That is likely to cause a hostile or uncomfortable workplace by:
 - Humiliating someone (putting them down)
 - Seriously embarrassing them
 - Offending them, or
 - Intimidating them

Depending on the circumstances, harassment may be a single incident or a series of incidents. It is not necessarily up to the person being harassed to say that behaviour or remarks are offensive and unwelcome. All volunteers are responsible for their own actions and should not engage in behaviour or make remarks that may be offensive.

This policy covers all volunteers of Gethsemene.

1.4 Reports of Discrimination, Harassment and Other Unfair Treatment

Do not ignore the discrimination/harassment (ignoring the behaviour could be taken as tacit consent). Tell the offender that the behaviour is offensive and unacceptable and against Gethsemene policy. If you feel you are unable to resolve the matter yourself, speak to your supervisor.

Gethsemene will treat any reports of discrimination or harassment seriously and will investigate such complaints promptly, confidentially and impartially.

If you feel someone is treating you unfairly, discriminating against you or harassing you, our complaints procedure provides advice for action to take, and exactly how the problem will be handled.

Gethsemene will not victimise any person for “speaking out”, and will take all available measures to ensure no one is victimised for either supporting someone else’s complaint or for submitting a complaint, regardless of its outcome.

If you have been responsible for treating another volunteer unfairly, discriminating against or harassing them, your engagement as a volunteer may be terminated.

For more information about rights and responsibilities of volunteers, including complaints procedure at Gethsemene, please read our detailed Harassment and Bullying policy – see www.gethsemenecommunity.org.au *Click on How you can help - Become a volunteer.*

Public Officer and Community Coordinator

Gethsemene Community Inc.

5 Oxford Street Petersham NSW 2049