



Policy

Policy no:	
Approval date:	11/2014
Previous review dates:	2019, 2025
Next review date:	2030
Author:	Executive Manager, Employee and Safety Services

Workplace Equity

Reflection

“You have been told what is good and what the Lord requires of you: *To act justly, to love tenderly and to walk humbly with your God.*” Micah 6:8

Purpose

This policy outlines Catholic Education Services Diocese of Cairns (CEDC) commitment to advancing equity in all of its activities and organisational culture. CEDC has a legal and moral obligation to provide a workplace that reflects contemporary and best practices towards equity for all members of the CEDC workplace.

Policy

CEDC is committed to supporting key principles that promote best practices towards equity within our workplace. The policy acknowledges that attributes (or characteristics) may be subject to discriminatory practices. In line with anti-discrimination legislation, this policy aims to promote fairness and inclusion by having regard to the protected attributes. The attributes that are protected include race, sex, relationship status, pregnancy, breastfeeding, gender identity, age, family responsibilities, impairment, religious belief, trade union activity, sexuality, parental status, sex characteristics, sex work activity. Consistent with the exemptions for discrimination in the Anti-Discrimination Act 1991, CEDC may not apply equity when exemptions are lawful. For example, positions are open to First Nations People or to women or men. CEDC will make reasonable adjustments to address inequity, for example an employee has a disability.

CEDC encourages and values a wide range of opinions, faiths, views, and cultures towards a more creative and innovative environment to reflect the value of workplace equity.

Rationale

As Catholic workers, equity and justice are central to our mission and way of life. Our daily work activities are meaningless if we do not live and act justly as a community and embrace all of God’s people equitably.

The intent of the policy is to promote equity within the workplace in a manner consistent with the values of CEDC.

Outcomes

CEDC is committed to the following principles to ensure workplace equity is encouraged and promoted:

- Regularly reviewing and revising policies and procedures to reflect contemporary and best practices towards workplace equity.
- Advancing workplace equity, through organisational training, and reducing barriers to opportunities, while being mindful of merit-based principles.
- Integrating proven strategies and methods into training programs and capability frameworks based on the latest research and trends in equity
- Ensuring complaints are managed in accordance with the CEDC complaint processes.
- Information and resources are made available to provide employees with the support and knowledge that reporting concerns can occur without fear of retaliation
- Using workplace data to make continuous improvements in culture and equity initiatives
- Modelling inclusive behaviours and making equity a core organisational value by all

Enquires

Executive Manager, Employee and Safety Services.

Related Directives, Policies and Procedures

[Fair Work Act 2009](#)

Anti-Discrimination Act 1991

Procedure: Recruitment and Selection for Principals and Managers