

Anti-Discrimination Policy

Generocity Church is committed to providing an environment free from discrimination for all staff, volunteers, congregation members, and visitors. This policy outlines our commitment to equal opportunity and fair treatment for all individuals regardless of their personal characteristics.

1. **Scope** This policy applies to all employees, volunteers, contractors, and members of Generocity Church in all church-related activities and interactions.
2. **Legal Framework** This policy complies with the following legislation:
 - Anti-Discrimination Act 1977 (NSW)
 - Australian Human Rights Commission Act 1986
 - Age Discrimination Act 2004
 - Disability Discrimination Act 1992
 - Racial Discrimination Act 1975
 - Sex Discrimination Act 1984
4. **Definition of Discrimination** Discrimination occurs when a person is treated less favorably than another person in a similar situation because of a personal characteristic that is protected by law. These characteristics include:
 - Age
 - Disability
 - Race, color, descent, national or ethnic origin
 - Sex, gender identity, sexual orientation
 - Marital status
 - Pregnancy or potential pregnancy
 - Family or carer's responsibilities
 - Religion
 - Political opinion
 - Social origin

5. Policy Statement Generocity Church does not tolerate discrimination in any form. We are committed to:

- Fostering an inclusive environment where all individuals are treated with respect and dignity
- Ensuring equal opportunity in all aspects of employment and church participation
- Making decisions based on merit, skills, and abilities
- Providing reasonable accommodations for individuals with disabilities
- Preventing and addressing any form of discrimination promptly and effectively

6. Responsibilities

- Implementing and enforcing this policy
- Leading by example in creating an inclusive environment
- Addressing discrimination complaints promptly and fairly
- Treating others with respect and dignity
- Refraining from discriminatory behavior
- Reporting any witnessed or experienced discrimination
- Leadership Church leadership is responsible for:
- All Individuals All employees, volunteers, and members are responsible for:

7. Complaint Procedure

- Reporting Individuals who experience or witness discrimination should report it immediately to their supervisor, HR representative, or church leadership.
- Investigation All complaints will be taken seriously and investigated promptly, thoroughly, and confidentially.
- Resolution Appropriate action will be taken based on the investigation findings. This may include disciplinary action, up to and including termination of employment or church membership.

8. Training and Education Generocity Church will provide regular training on anti-discrimination to all employees and volunteers.

9. Policy Review This policy will be reviewed annually to ensure its effectiveness and compliance with current legislation.
10. Non-Retaliation Retaliation against individuals who report discrimination or participate in investigations is strictly prohibited.

By implementing this policy, Generocity Church affirms its commitment to creating a diverse, inclusive, and respectful environment for all.

Revision #3

Created 4 September 2025 19:42:58 by Nathan Keenan

Updated 4 September 2025 20:30:13 by Nathan Keenan