



# AUSTRALIAN CATHOLIC BISHOPS CONFERENCE

## ANTI-DISCRIMINATION POLICY

*“A just society can become a reality only when it is based on the respect of the transcendent dignity of the human person”*

Compendium of the Social Doctrine of the Church c.132 p66

This policy applies to workers at Australian Catholic Bishops Conference (ACBC) Agencies.

The Australian Catholic Bishops Conference and its Agencies aim to provide a work environment that:

- Supports knowledge of and respect for equality and cultural inclusion; and
- Is free from unlawful discrimination, sexual harassment and victimisation.

All workers are expected to support and facilitate equal opportunity employment principles and implement any associated procedures in their workplaces.

In implementing this policy, the ACBC, its Agencies and workers should use their best endeavours to comply with federal, state and territory legislation on discrimination, sexual harassment and victimisation. A breach of this policy may have serious consequences, including termination of employment in the case of a serious breach.

Discrimination can be direct or indirect. Direct discrimination is where a person is treated unfavourably because of certain personal attributes, including the person's race or ethnic background, sex, disability, age, sexual orientation, physical features, marital status, pregnancy or potential pregnancy, breastfeeding requirements, social origin, parental and carer responsibilities, industrial activity, political or religious belief or transgender status/gender identity.

Indirect discrimination occurs where an unreasonable condition or requirement is imposed on a group that, on its face is neutral, but which disproportionately adversely affects members of the group because of any of the above attributes.

Sexual harassment consists of conduct of a sexual nature, which is unwelcome to its recipient, and which a reasonable person would consider the possibility that the recipient may have been offended, humiliated or intimidated.

Victimisation includes treating a person unfavourably because of the person's involvement, in whatever capacity, in any complaint of discrimination or sexual harassment.

The ACBC and its Agencies, bearing in mind the values of Catholic social teaching, aim to:

- Promote the development of a culture supportive of employment equality and diversity.
- Provide equal employment opportunities within the ACBC by identifying and removing unlawful barriers to participation and progression in employment.
- Appoint and advance workers on the basis of merit.
- Prevent unlawful discrimination against workers.
- Take all reasonable and proportionate action to eliminate discrimination, sexual harassment and victimisation as far as possible.
- Have in place organisational policies and practices that reflect and respect the social and cultural diversity contained within the ACBC and its Agencies and the community they serve.
- Treat seriously all reported incidents of alleged unlawful discrimination.



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Workers are expected to comply with this policy. However, this policy is not intended to form part of workers' contracts of employment or impose any binding contractual obligation on the ACBC or its Agencies. The ACBC may amend, substitute or remove this policy at any time.

**Most Reverend Mark B Coleridge DD BA DSS**  
Chairman, Permanent Committee  
Australian Catholic Bishops Conference  
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