**BENDIGO ACADEMY OF SPORT**

**Equal Opportunity**

**Rationale:**

* The Victorian Equal Opportunity Act (1995) makes it unlawful to discriminate against a person on the basis of the following attributes: - age, disability, industrial activity, lawful sexual activity, sexual orientation, gender identity, marital, parental or carer status, physical features, political beliefs or activity, pregnancy, race, religious belief or activity, sex, personal association (with a person who is identified by reference to any of the above attributes) or breastfeeding.
* Furthermore, the Act prohibits direct and indirect discrimination, makes it unlawful to sexually harass a person at the institution, promotes equality of opportunity between persons of different sex, age, marital status, race and other specified attributes, and provides redress for those who have been subject to discrimination

**Aims:**

1. To provide a working environment that does not tolerate unlawful discrimination and provides equal opportunity for all.

**Implementation:**

* BAS values diversity and provides equal opportunity for all.
* The BAS position as an Equal Opportunity employer and workplace will be communicated to the wider community via our webpage.
* The BAS’s policies and practices will be regularly reviewed to ensure consistency with the Victorian Equal Opportunity Act (1995).
* All staff members will be provided with a copy of this policy, and will be reminded of their rights and responsibilities in relation to the Victorian Equal Opportunity Act (1995).
* Any complaints can be lodged with the Executive Officer or a member of the Board.
* All complaints will be investigated promptly, confidentially, and with impartiality. All complaints will be managed in a manner consistent with the ‘Local Complaints Resolution Procedures’ flow chart.

This policy was ratified by the Board of the Bendigo Academy of Sport in August 2015