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Anti-Discrimination Policy

Legal Requirements

At a Federal level, the Fair Work Act 2009 (Cth) provides a framework to ensure social inclusion for all Australian employees. It expressly states that “an employer must not take adverse action against a person who is an employee, or prospective employee, of the employer because of the person’s race, colour, sex, sexual orientation, age, physical or mental disability, marital status, family or carer’s responsibilities, pregnancy, religion, political opinion, national extraction or social origin.” As you can see, the types of discrimination are exhaustive, so it’s important that different groups are acknowledged.

Further, the Act outlines the discrimination legislation that exists on a national level:

Age Discrimination Act 2004

Disability Discrimination Act 1992

Racial Discrimination Act 1975

Sex Discrimination Act 1984

In NSW, the Anti-Discrimination Act 1977 of New South Wales also applies.

Policy

New Life Christian Fellowship welcomes all people who love Jesus or who wish to find out more about Jesus. We will provide an environment of respect and love regardless of what a person’s background is.

New Life Christian Fellowship does not allow any kind of discrimination toward any group or individuals in any form, including:

- Gender

- Pregnancy
- Race, nationality, ethnic or religious background
- Marital status
- Sexual identity
- Age (in relation to compulsory retirement)

Harassment

New life Christian Fellowship will not tolerate harassment, victimisation, bullying or any such conduct that has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile, or an offensive environment for members or visitors. This includes harassment, victimisation and bullying because of gender, race, national origin, religion, disability, sexuality or age.

Harassment is unlawful under Commonwealth and State Legislation and all harassment, bullying and victimisation are contrary to the duty of care to provide a safe environment for all members and visitors. Harassment, victimisation and bullying can take many forms and can be overt or subtle, direct or indirect.

Examples of **harassment** may include:

- Unwelcome physical contact
- Repeated unwelcome invitations
- Insulting or threatening language or gestures
- Jokes and comments about someone's ethnicity, race, religion, nationality, gender or sexual preference
- Picture, posters, graffiti, electronic images, etc. that are offensive, obscene or objectionable

Examples of **victimisation** may include:

- Persistent and unreasonable unfavourable treatment
- Refusing to provide information to someone
- Intentionally ignoring someone
- Mocking someone's customs or cultures

Examples of **bullying** may include:

- Using strength, power or position to coerce others by fear
- Behaviour that intimidates, degrades or humiliates a person
- Aggression, verbal and/or physical abuse, or similar behaviour
- Frequent and/or repeated 'put-downs'

- Violence (actual or threatened)

New Life Christian Fellowship expects all members and staff to uphold the spirit of this policy. Breaches of the policy may result in disciplinary action.

Anybody who feels that they have been unlawfully discriminated against should raise the issue with the Pastor or Leadership Team, and if necessary follow our Complaints Policy.

Revisions and Changes

Adopted by Leadership Team: 27/01/2023