



Catholic Diocese of Ballarat St Patrick's Cathedral Parish



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

The Catholic Diocese of Ballarat and St Patrick's Cathedral Parish are committed to providing a work environment that:

- Supports knowledge of and respect for equality and cultural inclusions; and
- Is free from unlawful discrimination and harassment (including sexual harassment).

It is the responsibility of the Catholic Diocese of Ballarat and St Patrick's Cathedral Parish to ensure that all workers are aware of this policy. All employers are expected to support and facilitate equal opportunity employment principles and implement any associated procedures in their workplaces.

In implementing this policy, the Catholic Diocese of Ballarat and St Patrick's Cathedral Parish will comply with federal, state, and territory legislation on discrimination, equal employment opportunity, affirmative action and any binding international human rights instruments.

The Catholic Diocese of Ballarat and St Patrick's Cathedral Parish, bearing in mind the values of Catholic social teaching, will endeavour to:

- Promote the development of a culture supportive of employment equality and diversity.
- Provide equal employment opportunities within the Catholic Diocese of Ballarat and St Patrick's Cathedral Parish by identifying and removing unlawful barriers to participation and progression in employment.
- Appoint and advance staff on the basis of merit.
- Prevent unlawful discrimination against workers on the grounds outlined by federal, state and territory legislation including sex, marital status, pregnancy or potential pregnancy, race or ethnic background, social origin, age, carer responsibilities, sexual orientation, disability, political or religious belief, or transgender status.
- Ensure that all of its organisational policies and practices reflect and respect the social and cultural diversity contained within the Catholic Diocese of Ballarat and St Patrick's Cathedral Parish and community they serve.
- Treat seriously all reported incidents of alleged unlawful discrimination. In the first instance, they will be dealt with through internal processes.

Note: This policy is not intended to create any contractual rights or entitlement outside of an employee's contract of employment, and is not intended to apply as terms of an employee's contract of employment.