



Equal Opportunity Policy

Version 1.0

Approval

Mike Clahsen
BrAshA-T President
20/06/2023

1. Introduction

BrAshA-T Ataxia Telangiectasia Limited (BrAshA-T) recognises that Equal Employment Opportunity is a matter of employment obligation, social justice and legal responsibility. It also recognises that prohibiting discriminatory policies and procedures is sound management practice.

This policy has been designed to facilitate the creation of a Board of Directors culture that maximises the charities performance through appointment of Directors decisions. These decisions occur on a yearly basis at the Annual General Meeting (AGM) where anyone in the community can attend.

2. Definitions

Discrimination occurs if a person treats, or proposes to treat, a person with an attribute unfavourably because of that attribute. It can also occur if a person imposes, or proposes to impose, a requirement, condition or practice that has, or is likely to have, the effect of disadvantaging persons with an attribute; and that is not reasonable.

Equal Employment Opportunity consists of ensuring that all Board of Directors and volunteers to the charity are treated equally and given access to training, appointment of roles or any other employment related issue without regard to any factor not related to their competency and ability to perform their duties.

Victimisation means subjecting, or threatening to subject, a person to any detriment because they have:

- asserted their rights under equal opportunity law;
- made a complaint;
- helped someone else make a complaint; or
- refused to do something because it would be discrimination, sexual harassment or victimisation.

3. Policy

BrAshA-T is an equal opportunity charity and will provide equality in appointment of Directors, current Directors and volunteers.

Every person will be given a fair and equitable chance to compete for appointment.

BrAshA-T does not condone any form of unlawful discrimination or vilification, including that which relates to:

- gender
- pregnancy
- potential pregnancy

- marital/domestic status
- disability
- race, colour, national extraction, social origin, descent, and ethnic, ethno-religious or national origin
- age
- family responsibilities, family status, status as a parent or carer
- racial classification
- sexuality
- HIV/AIDS vilification
- religious belief or activity
- political belief or activity
- industrial activity
- employer association activity
- trade union activity
- physical features
- breastfeeding
- transsexuality
- transgender
- profession, trade, occupation or calling
- medical record
- criminal record

In all cases no factors other than performance and competence are to be used as the basis for performance assessment, training and development opportunities.

This policy is to be used in conjunction with the BrAshA-T Bullying, Sexual Harassment and Discrimination policy.