



WRQ ANTI-DISCRIMINATION POLICY

INTRODUCTION

Wildlife Rescue Queensland endorses diversity, supports equal rights, and does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap, whether covered by applicable legislation or not, except where affirmative action may be required to redress individual or social handicaps of people from disadvantaged groups.

OBJECTIVE

This policy sets out Wildlife Rescue Queensland's policy against discrimination. The purpose of this document is to outline the responsibilities and processes that have been established to ensure the organisation actively discourages and deals with any discrimination issues.

Discrimination is illegal and Wildlife Rescue Queensland has a zero tolerance towards it. People may knowingly or unknowingly discriminate against different groups of people and this behaviour can seriously and negatively affect the people. As a volunteer organisation Wildlife Rescue Queensland will always seek to ensure members respect one another, appreciate each other's differences and act in a kind inclusive manner towards others. Any member of Wildlife Rescue Queensland who is proven to participate in or instigate discrimination against another member of Wildlife Rescue Queensland or members of the public who use our services will be dealt with by the management committee.

PRINCIPLES, OBLIGATIONS AND RESPONSIBILITIES

Wildlife Rescue Queensland will make all reasonable accommodations to allow people who experience difficulties in their dealings with the organisation to benefit equally from its work.

The Committee will:

- Actively promote the organisation's Anti-Discrimination Policy to members.
- Ensure that the organisation's practices and processes do not lead to any discrimination in areas such as membership onboarding, and training.
- Promote a culture of inclusion amongst its members valuing diversity and individuals' rights.
- Address breaches of this policy in accordance with the processes listed here.

All volunteers will:

- Ensure that they are aware of the organisation's policy against discrimination.
- Not act in a manner that would be discriminatory pursuant to this policy or any applicable legislation.

PROCEDURES

Committee Process

The management committee will initially review the organisation's procedures in all areas to ensure that these are in accordance with the principles expressed in this policy. The Committee will undertake a yearly review to the Wildlife Rescue Queensland's procedures in all areas. The managing committee of Wildlife Rescue Queensland should be



aware of the possible ramifications of their actions when dealing with discrimination issues and must ensure that all people and members are treated with fairness, equality, and respect.

If there are any doubts or queries in relation to how to deal with a particular set of circumstances, the managing committee should seek external console. Where an incident of discrimination has been brought to the management committee's attention, they should assess whether the member/s involved are current members of Wildlife Rescue Queensland and if so, put in place an immediate course of action based on the situation. The committee will notify the member about the concerns that have been brought to their attention.

Disciplinary Action

Based on the findings, possible outcomes of the investigation may include, but will not be limited to, any combination of the following:

- Having membership to Wildlife Rescue Queensland revoked
- Official warning
- Requesting a formal apology to be made
- An undertaking that the behaviour will cease

Appeal Procedure

A member should only appeal to Wildlife Rescue Queensland if they believe the committee have not followed the procedure set out in this Policy. Appeals can be made to the President within 7 days. He/she will look at the way that the incident was handled. If he/she thinks it was handled properly, they will not take any further action and will notify the member. If the president thinks the issue was not handled properly, they will organise for the incident to be relooked at again by the committee.

Outcomes

The management committee of Wildlife Rescue Queensland reserve the right to terminate any person's membership to the organisation should it be deemed necessary.