Review Date
30/10/2027

DISCRIMINATION POLICY

Principles

Little Petal is committed to fostering an environment where respect, inclusivity, and diversity are upheld. We strive to provide equal opportunities for all employees, prospective employees, individuals, and families engaged with our services, irrespective of age, disability, sexual orientation, gender, gender identity, race, religion, cultural background, or other protected characteristics.

Discrimination of any kind is strictly prohibited. All employees, Family Engagement and Support Educators, and stakeholders are expected to comply with this policy to ensure a fair and equitable workplace and service environment.

Policy Statement

Little Petal defines discrimination as any form of unequal or unfair treatment based on a protected characteristic, including:

- Age
- Disability
- Sexual orientation
- Gender or gender identity
- Race, ethnicity, or cultural background
  Religion or spiritual beliefs

This includes:

1.Direct Discrimination – Treating someone less favourably based on a protected characteristic.

2.Indirect Discrimination – Applying policies or practices that disproportionately disadvantage certain groups without a valid reason.

3.Harassment – Unwanted conduct related to a protected characteristic that creates an intimidating, hostile, or offensive environment.

Reporting and Managing Discrimination

If an employee, individual, or family engaged with Little Petal services experiences or witnesses' discrimination, they are encouraged to report it immediately.

Reporting Procedures:

1.Discrimination concerns should be reported to:

- The Approved Provider or immediate supervisor for employees.
- The Approved Provider for individuals or families engaged with Little Petal services.

2. Complaints will be managed promptly and confidentially in accordance with the Grievances and Complaints Policy.

Investigation and Response

- All reports of discrimination will be taken seriously and investigated thoroughly.
- Appropriate corrective actions, including disciplinary measures, will be implemented if the complaint is substantiated.

Responsibilities

All Little Petal employees, Family Engagement and Support Educators, and staff are responsible for:

1.Creating an environment where diversity is respected and celebrated.
2.Ensuring their behaviour does not contribute to discriminatory practices or harassment.
3.Promoting inclusivity and equality in interactions with colleagues, individuals, and families.

Commitment to Diversity

We recognise that diversity strengthens our organisation and enhances the quality of services we provide. Little Petal actively encourages diversity in our workforce and services to reflect the communities we serve.

Resources

- Complaints or feedback can be submitted to the NDIS Commission by phoning 1800 035 544 (free call) or TTY: 133 677, or online at ndis.gov.au/contact/feedback.
- Complaints to the Education Standards Board of South Australia can be made by phoning (08) 8226 0077 or toll-free at 1800 882 413, or online at esb.sa.gov.au.

Review and Updates

This policy will be reviewed periodically to ensure compliance with legal standards and best practices. Any updates will be communicated to all employees, families, and stakeholders.