



DIVERSITY & INCLUSION POLICY

OF

THE QUEER SOCIETY

Adopted by the Committee on 08/11/2025

Last updated 08/11/2025

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Chapter 1. About This Policy

Purpose

- (a) This policy sets out the guiding principles and practices which underpin The Queer Society's approach to developing and maintaining a diverse and inclusive organisational culture.
- (b) The Queer Society's vision for diversity and inclusion is to foster a safe, respectful, inclusive and diverse organisation that is reflective of the community the organisation serves.

Scope and Persons Affected

- (a) This is a binding policy document that applies to all Committee Members, employees, volunteers, and members of The Queer Society.
- (b) The Committee may grant an exemption to any part of this policy by resolution.

Diversity & Inclusion Policy Principles

- (a) **Valuing Diversity:** The Queer Society celebrates the unique differences and perspectives of individuals, ensuring they are recognized, respected, and leveraged to foster a vibrant and inclusive community.
- (b) **Promoting Equal Opportunity:** The Queer Society is committed to creating fair and equitable opportunities for all, ensuring access to participation and leadership roles free from discrimination or bias.
- (c) **Building an Inclusive Culture:** The Queer Society strives to maintain a safe, welcoming, and supportive environment where all individuals feel valued, respected, and empowered to contribute.
- (d) **Zero Tolerance for Unlawful and Unacceptable Behavior:** The Queer Society does not tolerate discrimination, harassment, bullying, or other unlawful and unacceptable behaviors that undermine diversity and inclusion, taking a proactive approach to prevent and address such actions.

Chapter 2. Diversity & Inclusion Principles

Section 1. Definitions

- (a) Diversity is the term used to describe the differences and uniqueness of all people – it includes skills, knowledge, experiences and perspectives of individuals and groups. It can refer to demographic characteristics, such as age, gender, gender identity, sexual orientation, intersex status, religion or national origin or social origin. Diversity can also be recognised by personal characteristics such as disability, medical condition, carers' responsibilities, pregnancy or potential pregnancy and any other characteristic of an individual.
- (b) Some personal characteristics are protected against discrimination through state and federal legislation; however, valuing diversity is broader, where differences are recognised and valued in a positive and proactive way.
- (c) An inclusive organisational culture:
 - (i) Values the diversity of its employees, volunteers and members;
 - (ii) Upholds the right of every person to be treated with respect and fairness;
 - (iii) Is fair and equitable; and
 - (iv) Is free of discrimination, harassment, bullying and other unlawful behaviour.

Section 2. Benefits

- (a) An inclusive organisation, where all people feel safe and confident to contribute their ideas and perspectives, facilitates more creative, welcoming and enjoyable space for all people.
- (b) The Queer Society recognises that a diverse and inclusive organisational culture is attractive to potential employees, volunteers and members.
- (c) A diverse leadership, with a broad range of experience and perspectives, has a better opportunity to understand and engage The Queer Society's membership.

Section 3. The Queer Society's Commitment

- (a) The Queer Society values the diversity of its employees, volunteers and members and recognises that diversity is supported and enhanced by an inclusive organisational culture.
- (b) The Queer Society recognises that all people engaging with the organisation have the right to be treated with respect and fairness and enjoy an environment free of discrimination, harassment, bullying and other unlawful behaviour.

- (c) The Queer Society is committed to finding ways to actively support and encourage a diverse and inclusive culture now and in the future and this commitment is considered and reflected in strategic and operational plans; policies, procedures and new initiatives.

Chapter 3. Strategies

Section 1. Embedding a Diverse and Inclusive Culture

- (a) The Queer Society recognises that its organisation culture is a product of the behaviour and conduct of people it engages - that is, how Committee Members, employees, volunteers and members treat each other.
- (b) The Queer Society sets clear expectations regarding the actions, conduct and behaviour that support a diverse and inclusive organisational culture. These expectations are described in this policy, the Code of Conduct, and other related documents and are explained and reinforced through general communication.
- (c) The Queer Society regularly consults with employees, volunteers and members about key areas and issues relating to diversity and inclusion and uses this information to improve existing processes and develop new initiatives.
- (d) Employees, volunteers and members are encouraged to speak up if they see conduct or behaviour that is not consistent with this policy or other related documents and The Queer Society will address breaches appropriately. Resolution processes are described in the Welfare Policy, Human Resources Policy and other related documents.

Section 2. Equal Opportunity

- (a) Equal Opportunity is the principle of ensuring that all people have equal access to employment, volunteering and participation opportunities, free from discrimination and bias. It is one of the ways The Queer Society can actively promote and embed a diverse and inclusive culture.
- (b) The Queer Society has a legal obligation to conduct its activities in a manner consistent with equal opportunity.
- (c) The Queer Society meets its obligations by identifying and removing any unnecessary barriers to employment, volunteering and participation.
- (d) The Queer Society makes selection decisions based on merit, and not characteristics that are irrelevant to successfully fulfilling the responsibilities of a position.
- (e) The Queer Society executes its commitment to equal opportunity through its Human Resources Policy and related processes.
- (f) In accordance with the Human Resources Policy, those responsible for selection processes have a responsibility to ensure that selection decisions are based on assessing the skills, knowledge and experience of applicants in relation to the requirements of the position and The Queer Society's values. This includes making

decisions about the tools and processes used for assessing the suitability of applicants.

Section 3. Affirmative Action

- (a) Affirmative action initiatives are another way of increasing the diversity of The Queer Society's leadership. Affirmative action describes initiatives and actions that aim to remove barriers to people with particular characteristics, enabling those people to compete equally for employment, volunteering and participation opportunities, and addressing any disadvantages that may be evident.
- (b) Affirmative action initiatives may focus on a particular group or individuals belonging to a group who have been disadvantaged in the past or who are under-represented within The Queer Society's leadership.

Section 4. Reporting and Compliance

- (a) The Queer Society monitors its performance in the areas of diversity and inclusion using appropriate measures and targets.
- (b) Progress is reported to and discussed by the Committee.
- (c) The Queer Society also captures, monitors and reviews complaints related to breaches of this policy, including complaints relating to sexual harassment, homophobia and transphobia.

Chapter 4. Compliance

Section 1. Eliminating Unacceptable and Unlawful Behaviour

- (a) The Queer Society does not tolerate behaviours that undermine a diverse and inclusive culture, including but not limited to behaviour that is unlawful such as discrimination, harassment, bullying, vilification and victimisation.
- (b) The Queer Society encourages employees, volunteers and members to speak up about unacceptable and unlawful behaviour in the organisation and supports them to do this by providing access to advice, support and a process to raise and resolve complaints.
- (c) The Queer Society provides educational resources for employees and volunteers so they can recognise unacceptable and unlawful behaviour in the organisation and know what to do if they experience, witness or become aware of it.

Section 2. Definitions

- (a) Unacceptable behaviour is any behaviour that undermines The Queer Society having a diverse and inclusive culture and includes behaviour that is not consistent with The Queer Society's Code of Conduct.
- (b) Unlawful behaviours are defined in various state and national laws, including the *Equal Opportunity Act (1984)*.
- (c) Discrimination is any practice that makes distinctions between individuals and groups that disadvantages some people and/or advantages others. It is unlawful to discriminate against someone on the following "prohibited grounds":
 - (i) Gender
 - (ii) Sexual orientation or sexuality
 - (iii) Gender identity
 - (iv) Gender expression
 - (v) Age
 - (vi) Intersex status
 - (vii) Relationship status
 - (viii) Family responsibilities
 - (ix) Disability
 - (x) Carers responsibilities

- (xi) Race, nationality, or ethnic origin
 - (xii) Marital status
 - (xiii) Medical or irrelevant criminal record
 - (xiv) Political views
 - (xv) Pregnancy or potential pregnancy
 - (xvi) Religious beliefs or activity
 - (xvii) Trade union activity
 - (xviii) Physical appearance
 - (xix) Social origin
- (d) Harassment is any unreasonable, uninvited or unwelcome behaviour that a reasonable person would consider offensive, humiliating, intimidating or threatening to another person or makes an environment uncomfortable and hostile for other people.
- (e) Sexual harassment is unreasonable, uninvited or unwelcome conduct of a sexual nature that makes another person or group of people feel offended, humiliated or threatened.
- (f) Bullying is repeated, unreasonable behaviour directed towards a person, that creates a risk to health and safety. Unreasonable behaviour is behaviour that a reasonable person, having regard to all the circumstances, would expect to victimise, humiliate, undermine, demean or threaten.
- (g) Vilification is doing or saying something in public that creates, encourages or incites hatred, severe contempt for or severe ridicule of other people.
- (h) Victimisation is subjecting someone to pressure, retaliation, adverse comment, isolation or other detrimental behaviour.

Section 3. Addressing Unacceptable and Unlawful Behaviour

- (a) Committee Members, employees, volunteers and members are expected and encouraged to speak up about and address, through appropriate channels, unacceptable behaviour if it occurs in relation to The Queer Society's operations.
- (b) The Queer Society's preference is for a person to try first to address the behaviour directly with the perpetrator, if this is possible or appropriate. If it isn't possible to address the issue directly, then the person should raise the issue with a Committee Member.
- (c) The Queer Society's process for addressing unacceptable and unlawful behaviour in the organisation upholds the principles of procedural fairness.

- (d) The Welfare Policy sets out processes for reporting and responding to reports of unacceptable and unlawful behaviour.

Section 4. Breaches of this Policy

- (a) The Queer Society recognises the centrality of maintaining a diverse and inclusive culture to its mission.
- (b) Additionally, The Queer Society has legal obligations under state and federal legislation to provide a safe environment that is free from discrimination, harassment, bullying and other unlawful behaviour.
- (c) Consequently, The Queer Society takes its commitment to encouraging and promoting diversity and inclusion very seriously.
- (d) Breaches of this policy may result in disciplinary action, up to and including termination of membership and bans on participation in The Queer Society's activities.