



EAGLES NEST THEATRE
CO.

ANTI-DISCRIMINATION POLICY 2018

Policy number	EDISC2018-004	Version	001
Drafted by	James Masefield	Approved on	5/02/2018
Responsible person	James Adler	Scheduled review date	12/12/2018

INTRODUCTION

Eagles Nest Theatre Company 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.

PURPOSE

This document sets out

- Eagles Nest Theatre Company's policy against such discrimination
- The governance structures, responsibilities and processes that have been established to give effect to that policy.

POLICY

Eagles Nest Theatre Company does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap or any other personal attribute protected by law, except where affirmative action may be required to redress individual or social handicaps. Eagles Nest Theatre Company will make all reasonable accommodations to allow people who experience difficulties in their dealings with the organisation to benefit equally from its work.

AUTHORISATION

A handwritten signature in black ink that reads "James Adler". The signature is written in a cursive style with a large, looping initial 'J'.

James Adler

Managing Director of Eagles Nest Theatre Company

Date of approval

07/02/2018

Eagles Nest Theatre Company



ANTI-DISCRIMINATION PROCEDURES

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RESPONSIBILITIES

1. The Board will:

- Regularly review the leadership and commitment given to eliminating discrimination through active promotion of the organisation's Anti-Discrimination Policy.
- Monitor performance by way of periodic management reports and assurances.

2. The Managing Director will:

- Ensure that:
 - the organisation's practices and processes incorporate precautions against discrimination in such areas as hiring, client selection, and program delivery;
 - Reasonable accommodations are made to allow diverse groups to access benefits provided by the organisation;
 - Where appropriate, weight is given to the culture and experiences of individuals from disadvantaged groups.
- Where appropriate, delegate responsibility for compliance to officers with responsibility for particular sections.
- Oversee the performance of subordinate officers in these matters.
- Review and report to the Board, as appropriate, on the effectiveness of the management systems established to remove discrimination.
- Analyse material breaches and identified compliance system weaknesses for systematic trends and ensure that any adverse trends are addressed.
- Promote a culture of effective policy compliance across the organisation.

3. All staff and volunteers at all levels will:

- Ensure that they are aware of the organisation's policy against discrimination; Not act in a manner that would be considered to be discriminatory pursuant to this policy or any applicable legislation;
- Where appropriate, suggest ways in which practices, systems and procedures could be improved so as to reduce the likelihood of discrimination occurring.

PROCESSES

The Managing Director will initially review the organisation's procedures in all areas to ensure that these are in accordance with the principles expressed in this policy, and will report to the Board on this matter.

The Managing Director will review any changes to the organisation's procedures in all areas to ensure that these are in accordance with the principles expressed in this policy.

Staff and volunteers will follow these procedures.

RELATED DOCUMENTS

- Sexual Harassment Policy
- Work Health & Safety Policy
- Code of Ethics
- Privacy Policy
- Bullying Policy

AUTHORISATION

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James Adler

Managing Director of Eagles Nest Theatre Company

Date of approval

07/02/2018

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