



Discrimination Policy

Little Petal CC is committed to providing equal opportunities to all employees and prospective employees, individuals and families engaged with our services regardless of age, disability, sexual orientation, gender, gender identity, race, religion, or other demographic characteristics. We strive to create and maintain a workplace culture built on respect, inclusivity, and diversity.

Discrimination of any kind will not be tolerated. It is the responsibility of all employees and stakeholders to adhere to this policy.

Little Petal CC defines discrimination as any form of unequal or unfair treatment based on a protected characteristic, such as: age, disability, sexual orientation, gender, gender identity, race, religion, or other demographic characteristics. This includes direct discrimination, such as making decisions based on a protected characteristic, as well as indirect discrimination and harassment.

If any employee, individual or family engaged with Little Petal CC services believes they have been the subject of discrimination, they should report it to their supervisor or the Approved Provider. Little Petal CC takes all reports of discrimination seriously and will take appropriate steps to address any concerns. General procedures for how Little Petal CC manage grievances or complaints are outlined in the *Grievances and Complaints Policy*.

We recognise that diversity makes us a stronger and better organisation and we encourage everyone to create an environment in which diversity is celebrated and respected. All Little Petal CC employees have a responsibility to ensure that our workplace is free from discrimination of any kind.

Resources:

Complaints or Feedback to the NDIS Commission can be done by phoning (free call from landlines) 1800 035 544 or (TTY) 133 677 or online by visiting [ndis.gov.au/contact/feedback](https://www.ndis.gov.au/contact/feedback).

Complaints of Feedback to the Education Standards Board can be done by phoning (08) 8226 0077 or (toll free) 1800 882 413 or online by visiting [esb.sa.gov.au](https://www.esb.sa.gov.au).