

INCLUSION AND ANTI-DISCRIMINATION POLICY

Lotus Outreach Australia Incorporated

2025

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1. Policy statement

LOA is committed to observing all human rights, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status.

LOA fosters an inclusive and equitable environment where all individuals are valued and respected.

This policy outlines our commitment to inclusion, anti-discrimination, and the removal of barriers to participation in our programs and governance.

2. Scope of this Policy

This policy applies to all office bearers and volunteers of LOA as well as to all those with whom LOA contracts for the purposes of implementing its programs.

3. Definitions

Bullying: deliberate, harmful behaviour that is repeated or ongoing and involves a misuse of power.

Harassment: a pattern of intimidating behaviour, including harmful actions on at least two occasions within a set period.

Racial harassment: offensive behaviour based on race, ethnicity, or nationality, causing harm to the targeted person.

Sexual harassment: unwelcome sexual behaviour that is repeated or that causes harm. It can also involve threats or promises affecting employment or education.

Racism: defined as ideas, actions, or policies that exclude or disadvantage certain racial or ethnic groups, leading to inequities in power and access to resources.

Discrimination: treating someone unfairly due to identity factors such as sex, race, age, religion, political opinion, disability, or other protected characteristics.

Employment discrimination: when an employer or authority figure treats an employee unfairly due to identity factors or union involvement.

A Child: a person under the age of 18 years old.

4. Inclusion of Persons with Disabilities

LOA is committed to the identification, understanding and removal of barriers to both our organisation and our programs.

When working with People with Disabilities (PwD):

- We consult PwD, either directly or through partnerships with LOCAM and CWCC, to identify and remove barriers to participation for scholarship students and their families.
- We review and adjust our policies to support PwDs participation in the LOA board through ongoing consultation.

5. Gender Equity and Equality

LOA is committed to promoting gender equity and equality across all aspects of our organization and programs. In the programs funded by LOA the rights of girls and women in particular are emphasised to redress cultural imbalance. We actively work to ensure that gender-based discrimination in our workplaces is eliminated and that all individuals have equal opportunities to participate and thrive.

6. Beneficiary-Centred Approach

LOA values the voices of its beneficiaries - primarily children - and incorporates their feedback into program development and review. This ensures that our programs are responsive to their needs and experiences.

7. Anti-Discrimination, Anti-Bullying, and Anti-Racism

LOA has a zero-tolerance policy for discrimination, harassment, bullying, or racism within its programs and operations.

Staff and volunteers receive induction on these issues to foster a safe, respectful, and inclusive environment.

We actively promote awareness and education to prevent discrimination and create a culture of respect.

8. Safety, Security, and Well-Being

LOA is committed to protecting the safety, security, and well-being of all staff, volunteers, and beneficiaries. This includes:

- Implementing policies and procedures that ensure a safe working and learning environment.
- Providing support systems for individuals facing discrimination, harassment, or exclusion.
- Encouraging a culture of accountability and continuous improvement in our inclusion practices.

8. Monitoring of policy

This policy will be reviewed periodically to ensure its effectiveness and alignment with best practices in inclusion and anti-discrimination.