

# **NSW - CENTRAL WEST MUSLIMS ASSOCIATION INCORPORATED**

## **Equal Opportunity and Anti-Discrimination Policy**

NSW - Central West Muslims Association Incorporated (NSWCWMA) is dedicated to fostering an environment where all individuals are treated with dignity, fairness, and respect. We are committed to upholding the principles of equal opportunity and anti-discrimination in all aspects of our operations, programs, and services.

### **Purpose:**

The purpose of this Equal Opportunity and Anti-Discrimination Policy is to affirm our commitment to providing an inclusive and welcoming environment for all members, volunteers, employees, visitors, and participants associated with NSWCWMA. We aim to eliminate discrimination and promote diversity, equality, and mutual respect within our community.

### **Commitment to Equal Opportunity:**

NSWCWMA is dedicated to providing equal opportunities to all individuals, regardless of race, color, ethnicity, nationality, religion, gender, gender identity, sexual orientation, age, disability, marital status, pregnancy, or any other characteristic protected by law. We recognize that diversity enriches our community and strengthens our organization.

### **Prohibition of Discrimination:**

Discrimination in any form, including direct or indirect discrimination, harassment, victimization, or bullying, will not be tolerated within NSWCWMA. We condemn any behavior or conduct that creates a hostile, intimidating, offensive, or demeaning environment for individuals based on their protected characteristics.

**Responsibilities:**

All members, volunteers, employees, and representatives of NSWCWMA are expected to uphold the principles of equal opportunity and anti-discrimination. It is the responsibility of every individual to treat others with respect, fairness, and dignity, and to refrain from engaging in any form of discriminatory behavior.

**Reporting Procedures:**

Any individual who believes they have experienced or witnessed discrimination, harassment, or any violation of this policy should report the incident promptly to the President of NSWCWMA. Reports will be handled confidentially and investigated thoroughly, and appropriate action will be taken to address the situation.

**Non-Retaliation:**

NSWCWMA prohibits retaliation against any individual who makes a complaint of discrimination or harassment, participates in an investigation, or opposes discriminatory practices. Retaliation against anyone for exercising their rights under this policy will result in disciplinary action.

**Compliance with Laws:**

NSWCWMA is committed to complying with all relevant laws and regulations related to equal opportunity and anti-discrimination, including but not limited to:

- The Australian Human Rights Commission Act 1986
- The Racial Discrimination Act 1975
- The Sex Discrimination Act 1984
- The Disability Discrimination Act 1992
- The Religious Discrimination Act 2019
- Fair Work Act 2009
- Work Health and Safety Act 2011

We also recognize the authority of regulatory bodies such as the Australian Human Rights Commission, the Fair Work Ombudsman, and other relevant entities in ensuring compliance with these laws.

### **Review and Update:**

This Equal Opportunity and Anti-Discrimination Policy will be reviewed periodically to ensure its effectiveness and relevance. Amendments may be made as necessary to reflect changes in legislation, organizational practices, or community needs.

### **Implementation:**

All members, volunteers, employees, and representatives of NSWCWMA are expected to familiarize themselves with this policy and abide by its provisions. Training and education on equal opportunity and anti-discrimination may be provided to ensure understanding and compliance.

NSW - Central West Muslims Association Incorporated is committed to fostering a culture of inclusivity, respect, and fairness for all individuals. We encourage everyone associated with our organization to uphold these principles and contribute to creating a welcoming and inclusive environment for everyone.

This comprehensive policy demonstrates NSWCWMA's dedication to promoting equality, diversity, and respect for all individuals, while also ensuring compliance with relevant Australian laws and regulations.