

Policy name & ID code	<i>Diversity & Inclusion Policy – HR 5.0</i>
Version	V2
e.motion21 and Impact21	<i>All references to e.motion21 is inclusive of all e.motion21 programs including but not limited to Impact21 unless otherwise specifically stated</i>
Responsibility	<i>Chief Executive Officer</i>
Date of currency	<i>August 2020</i>
Date of next review	<i>April 2022 or following a change in related regulation or guidelines or a reportable incident</i>
Relevant standards	<i>NDIS Quality and Safeguards Commission – July 2019 NDIS Practice Standards and Quality Indicators – Jan 2020 Version 3</i>
Relevant legislation	<i>Fair Work Act, 2009 (Cth) – see Workplace discrimination fact sheet, Fair Work Ombudsman Disability Discrimination Act, 1992 (Cth)</i>

Our Vision

We believe in an inclusive future where people with Down syndrome and intellectual disability are flourishing and active contributors to society economically, socially and creatively. We do this through Moving Bodies, Moving Boundaries and Moving Minds. This is what we stand for, and how we are making Australia a better place.

Through dance, fitness, education and employment programs we are enhancing lives and changing perceptions of Down syndrome and intellectual disability within society.

Diversity vision

e.motion21 recognises that each employee, contractor and volunteer brings with them their own unique capabilities, experiences and characteristics to their workplace. We value such diversity at all levels of the organisation in all that we do. e.motion21's success is a reflection of the quality and skills of our people. e.motion21 is committed to seeking out and retaining the finest human talent to ensure 'best practice' in all aspects of service delivery and organisational governance.

Diversity management benefits individuals, teams, our organisation and our participants. e.motion21 believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment where all individuals are able to realise their maximum potential within the organisation, regardless of their personal characteristics.

We are committed to employing the best people to do the best job possible. We recognise the importance of reflecting the diversity of our clients and other markets in our workforce. The diverse capabilities that reside within our talented workforce, enables e.motion21 to anticipate and fulfil the needs of our diverse participants, ultimately providing the highest quality programs and services.

e.motion21 is diverse in so many ways. Our diversity encompasses differences in cultural background, gender, language (including AUSLAN), age, sexual orientation, religion, socio-economic status, physical and intellectual ability, thinking styles, experience and education. We believe that the varied perspectives that results from such diversity promotes innovation and organisational success. e.motion21 operating with such diversity makes us more creative, flexible, productive and competitive.

Diversity practices

e.motion21 provides a safe and pleasant environment for our employees. We aspire to offer:

- Leadership and buy-in of CEO and Board
- Flexible working hours and locations
- Flexible leave arrangements
- Professional Development opportunities
- Employee networking and support groups
- Open communication system
- Protective policies against discrimination, bullying and harassment

Translating and Interpreting and Auslan Services

In order to facilitate the full participation of people who may require translation or interpreting services the following contacts are provided.

Languages other than English

Translating & Interpreting Service – Free service through the Department of Home Affairs. e.motion21 has an account which can be accessed through Head office <https://www.tisnational.gov.au/>

Auslan

Participants who use Auslan services and have this service included in their NDIS plan can use interpreters in classes and other events and meetings. e.motion21 will assist with access to this service through the National Auslan booking service by contacting Head office with the detail or the individual can book independently.

Auslan Interpreter booking service - <https://www.nabs.org.au/book-an-interpreter.html> or sms 0427 671 261

Related Policy	Forms
Code of Conduct	Incident Report
Human Resources Procedures	Grievance report
Privacy and Confidentiality Policy	
Workplace Bullying and Harassment Policy	