



Policy name	<i>Diversity Policy</i>
Version	<i>1.0</i>
Responsibility	<i>Chief Executive Officer</i>
Date of development	<i>May 2017</i>
Date of next review	<i>Annual review cycle, or following any reportable incident</i>
Relevant standards	<i>National Standards for Disability Services, 2013 (Cth)</i>
Relevant legislation	<i>Human Services Standards, 2012 (Vic) National Standards for Disability Services, 2013 (Cth) NDIS Terms of Business, 2016 Fair Work Act, 2009 (Cth) – see Workplace discrimination fact sheet, Fair Work Ombudsman Disability Discrimination Act, 1992 (Cth)</i>

Our Vision

To enhance lives and change perceptions of Down syndrome within society through dance, fitness and performance.

Diversity vision

e.motion21 recognises that each employee brings their own unique capabilities, experiences and characteristics to their work. 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 skill 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 as a whole, and our customers. e.motion21 believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the organisation, regardless of their differences.

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

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

Diversity practices

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

- Flexible working time arrangements
- Flexible leave arrangements
- Professional Development opportunities
- Employee network and support groups
- Open communications
- Protective policies against discrimination, bullying and harassment

Related Policy	Forms
Code of Conduct	Incident Report
Workplace Bullying and Harassment Policy	Grievance report
Anti-Discrimination and Equal Opportunity Policy	
Human Resources Framework	
Privacy and Confidentiality Policy	

<i>Document history</i>			
<i>Date of review</i>	<i>Reviewed by</i>	<i>Endorsed by</i>	<i>Notes</i>
<i>May 2017</i>	<i>Chief Executive Officer</i>	<i>Chief Executive Officer</i>	
<i>February 2018</i>	<i>NDIS/DHHS Project Officer</i>	<i>Chief Executive Officer</i>	<i>Reviewed, no change</i>