



Staff, Volunteers & Contractors

(Team Members)

Equal Opportunity and Anti-Discrimination Policy

Purpose and Scope

Women's Healing Sanctuary is committed to providing a safe, inclusive, and respectful environment for all volunteers, staff, contractors and guests. This policy outlines our commitment to treating everyone fairly and equally.

Policy Statement

We do not discriminate against anyone based on their race, colour, nationality, age, religion, disability, gender, sexual orientation, or any other personal characteristic. Everyone is welcome and valued here.

Prohibited Behaviour

The following behaviours are not allowed:

- **Discrimination:** Treating someone unfairly because of who they are.
- **Harassment:** Unwanted behaviour that makes someone feel uncomfortable or threatened.
- **Sexual Harassment:** Unwanted sexual advances or comments.
- **Victimisation:** Treating someone unfairly because they have made a complaint.
- **Vilification:** Publicly saying things that could incite hatred or contempt towards someone.

Responsibilities

Women's Healing Sanctuary will:

- Promote a culture of equality and respect.
- Deal with complaints promptly and fairly.

Team Members must:

- Treat everyone with respect and kindness.
- Avoid discriminatory or harassing behaviour.
- Report any discrimination or harassment they see or experience.

Complaint Procedure

If you experience or witness discrimination, please tell the Live-In Manager immediately. All complaints will be kept confidential and dealt with quickly.

Consequences

Team members who behave in a discriminatory way may lose their position and could face legal action.

Reasonable Adjustments

We will make reasonable changes to help team members with disabilities or special needs.

Policy Review

This policy will be reviewed every year to make sure it is working well and follows the law.