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# ADM-PO-01 DIVERSITY AND INCLUSION POLICY

Version No 1.0

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## 1 PURPOSE

This Policy has been developed to demonstrate the organisation's commitment and actions to have a positive community impact through promoting inclusion and preventing and managing problems associated with discrimination. Our aim is to provide an environment where all people feel welcome, safe, represented, included in decision making, able to participate and free from discrimination.

## 2 SCOPE

This policy applies to all aspects of the operation of Complete Disability Services SA.

## 3 POLICY STATEMENT

### Position

We acknowledge that some communities may experience discrimination, bullying or subtle exclusions when attempting to access support services. Complete Disability Services SA is committed to providing welcoming, inclusive and supportive services, activities and programs for people from all backgrounds. This includes people from First Nations, LGBTQIA+ and culturally and linguistically diverse communities.

We will work to identify and address the barriers to accessing our services, activities and programs to provide opportunities for all.

Being inclusive means providing a range of options and opportunities so that people of all cultures, ability, gender, race, sexuality, religion, or age can access services to the extent that they want to. Inclusion requires our focus, commitment and flexibility to remove barriers, and to create programs and activities that allow everyone to achieve their potential.

Complete Disability Services SA have offices on the traditional lands for the Kurna people, and provide services on other traditional lands from time to time. We acknowledge all traditional custodians from Aboriginal and Torres Strait Island Nations across Australia and extend our thanks for sharing the land that we live, meet and work on every day.

CDS SA acknowledge and pay our respects to all Elders past, present and future as well as welcome all Indigenous Peoples to our services to walk together into reconciliation.

## Legislative Requirements

At all times and in all situations, Complete Disability Services SA will take reasonable steps to identify and eliminate unlawful direct, indirect and systemic discrimination, in accordance with applicable laws.

## What we will do

We are committed to ensuring that:

- no one is turned away because of their culture, ability, gender, race, sexuality, religion, or age - and that there is a place for everyone
- everyone is welcomed and supported to the extent that they want
- our facilities, premises and publications are accessible to everyone
- our staff are trained and educated about inclusion and how to deal with any complaints or grievances.

## 4 APPROVAL AND REVIEW DETAILS

Approval and Review	Details
Version number	1
Process group	Administration
Process owner	Directors
Approved by	Directors
Related documents and policies	
Related legislation	-
Effective Date	June 2021
Next Review Date	June 2022