



interaction
empowering people

ANTI-DISCRIMINATION POLICY

Easy Read Guide



POLICY AND MEANINGS



Interaction protects staff and participants from **discrimination** and **harassment**.



Interaction provides a safe environment, free from **discrimination**, abuse, **neglect**, and **harassment**.



Discrimination is when someone treats another person unfairly because of their gender, age, disability, skin colour, religious beliefs, or other differences.



Harassment is when someone keeps bothering or upsetting another person. Through mean words, actions, or making someone feel uncomfortable.

POLICY AND MEANINGS



Neglect means not taking care of someone properly. When you ignore a person's needs or don't give them the care they have a right to.



If you have been **discriminated** against or **harassed**, tell an Interaction staff member so they can help you or find someone who can help you.



People are not allowed to be **discriminated** against or **harassed** about;

- Their disability, disease or injury
- Their cultural background
- Their Age, Gender, Religion
- Their Sexual identity or Married status
- Political ideas
- Their Medical report history
- Any family role they have

STAFF AND PARTICIPANTS



If a participant or staff member is unhappy and feels they have been harassed or discriminated against, they can make a complaint. They can speak to Interaction staff, Managers, or the Anti-Discrimination Board or the Australian Human Rights Commission.



Staff can support participants to make a complaint. In some cases, staff can make a complaint to ensure participants are kept safe.



A staff member should not be talking to you about another participant's complaint, as it is a private matter. If they talk to you about it, you should tell another staff member.

STAFF AND PARTICIPANTS



If a participant feels like they have been treated unfairly, or if they see someone be treated unfairly, they will be:

- Encouraged to talk to Interaction staff to solve the problem.
- Helped to make a complaint to Interaction.
- Helped to make a complaint to someone outside of Interaction.