

TASMANIAN CANINE ASSOCIATION INC

Anti-Discrimination Policy

The Tasmanian Canine Association Inc is committed to ensuring that its working environment, and the conduct of activities under its regulations, are free from discrimination. Discrimination will not be tolerated under any circumstances and disciplinary action will be taken against any person who breaches this policy.

What is discrimination?

Discrimination occurs when a person is treated less favorably because of race, age, sexual orientation, lawful sexual activity, gender, marital status, relationship status, pregnancy, breast feeding, parental status, family responsibilities, disability, industrial activity, political belief or affiliation, political activity, religious belief or affiliation, religious activity, irrelevant criminal record, irrelevant medical record or association with a person who has or is believed to have any of these attributes.

Discrimination is against the law.

Discrimination may involve, but is not limited to:

- telling insulting jokes or making insulting comments about a person's racial background, religion, sexual preference, disability, age or physical appearance;
- sending explicit or sexually suggestive emails;
- displaying offensive or pornographic posters or screen savers;
- making derogatory comments or taunts about someone's race, religion; sexual preference, disability, age or physical appearance;
- asking intrusive questions about someone's personal life, including their sex life;
- treating a person differently to others because of a disability.

Procedures

If an employee feels that he/she has been discriminated against, they should report the matter to their supervisor immediately. If the supervisor is unavailable, or if the employee does not wish to inform the supervisor, the employee should immediately

contact the supervisor's superior. Once the matter has been reported it will be investigated and appropriate action will be taken.

If a member feels that he/she has been discriminated against, they should report the matter to the TCA Inc, or the relevant person under the club's own complaints procedure (if any) immediately.

Once the matter has been reported it will be investigated and appropriate action will be taken. All complaints of discrimination will be handled as discreetly and confidentially as is possible under the circumstances.

Consequences

Disciplinary action will be taken against any person who discriminates against another person in the workplace or in a work related environment. Any person who, without authorization from management, passes on confidential information regarding an investigation under this policy will face disciplinary action. Disciplinary action may involve a warning (verbal or written), a transfer or the termination of employment. Serious breaches of this policy may result in immediate termination of employment.

Kerry Smith

Executive Officer

Tasmanian Canine Association Inc

Adopted 09 November 2011.