

Policy number	59	Version	3
Approved by Board on	15 August 2019	Scheduled review date	August 2022

## 1. Purpose

The purpose of this document is to outline NIODA's position on anti-discrimination and to document the processes to be followed to ensure the organisation is free of all forms of discrimination.

## 2. Scope / Application

This policy applies to all board and committee members, staff, students and clients at NIODA.

## 3. Policy Statement

NIODA endorses diversity, supports equal rights, and does not advocate, support or practise discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap, whether covered by applicable legislation or not, except where affirmative action may be required to redress individual or social handicaps of people from disadvantaged groups. NIODA will make all reasonable accommodations to allow people who experience difficulties in their dealings with the organisation to benefit equally from its work.

This document sets out NIODA's policy against such discrimination and details the governance structures, responsibilities and processes that have been established to give effect to that policy

## 4. Responsibilities

### 4.1. The board will:

- regularly review the leadership and commitment given to eliminating discrimination through active promotion of the organisation's Anti-Discrimination Policy.
- monitor performance by way of periodic management reports and assurances.

### 4.2. The CEO will:

- ensure that the organisation's practices and processes incorporate precautions against discrimination in such areas as recruitment, student selection, and course delivery.
- ensure that reasonable accommodations are made to allow diverse groups to access the benefits provided by the organisation.
- ensure that where appropriate, weight is given to the culture and experiences of individuals from disadvantaged groups.
- oversee the performance of managers in these matters.

- review and report to the Board, as appropriate, on the effectiveness of the management systems established to remove discrimination.
- analyse material breaches and identified compliance system weaknesses for systematic trends and ensure that any adverse trends are addressed.
- promote a culture of effective policy compliance across the organisation.

#### **4.3. All board and committee members and staff will:**

- ensure that they are aware of the organisation's policy against discrimination.
- where appropriate, suggest ways in which practices, systems and procedures could be improved so as to reduce the likelihood of discrimination occurring.

#### **5. Processes**

The CEO will initially review the organisation's procedures in all areas to ensure that these are in accordance with the principles expressed in this policy, and will report to the NIODA Board of Governance on this matter.

The CEO will review any changes to the organisation's procedures in all areas to ensure that these are in accordance with the principles expressed in this policy.

Board and committee members and staff will follow these procedures.

#### **6. Related Documents**

Legislative Compliance Policy

Sexual Harassment Policy

Access and Equity Policy

Work Health and Safety Policy

Affirmative Action Policy

Bullying Policy

Code of Conduct Policy