
Access and Equity Policy

Common Ground Queensland aims to ensure that:

- In accordance with the Common Ground Queensland *Eligibility Policy*, all people, regardless of race, linguistic and cultural background, religion, age, gender, ability or disability or geographic location, have equal access to its supportive housing properties.
- All people, regardless of race, linguistic and cultural background, religion, age, gender, ability or disability or geographic location, have an equal opportunity to participate in the work program, management, staffing and membership of Common Ground Queensland.
- All policies, programs and aspects of service delivery are inclusive of the diverse range of factors affecting people from differing racial, linguistic, cultural and religious backgrounds, ages, genders, abilities, disabilities and geographic locations.
- Barriers to accessing supportive housing that may exist for particular groups of eligible people are identified and addressed.

Definitions

Access is the process of ensuring equality of opportunity irrespective of race, language, culture, religion, age, gender, ability or disability or geographic location.

Equity is the process of allocating resources fairly, regardless of race, language, culture, religion, age, gender, ability or disability or geographic location. 'Equity' does not equate with 'same'.

Relevant Legislation

Relevant legislation includes:

- *Affirmative Action (Equal Employment Opportunity for Women) Act 1986* (Cth)
- *Age Discrimination Act 2004* (Cth)
- *Anti-Discrimination Act 1991* (Qld)
- *Australian Human Rights Commission Act 1986* (Cth)
- *Disability Discrimination Act 1992* (Cth)
- *Disability Services Act 1986* (Cth)
- *Equal Opportunity in Public Employment Act 1992* (Qld)
- *Privacy Act 1988* (Cth)
- Queensland Ethnic Affairs Policy
- *Racial Discrimination Act 1975* (Cth)
- *Sex Discrimination Act 1984* (Cth)
- The People of Australia – Australia's Multicultural Policy 2011(Cth)

Procedures that Implement

This policy will be actively implemented by adherence to the following procedures:

- Employee Grievance Procedure
- Employee Induction Procedure
- Employee Performance Appraisal Procedure
- Employee Recruitment Procedure

- Employee Training and Development Procedure
- Ending a Tenancy Procedure
- Tenant Selection Procedure
- Tenant Transfer Procedure