

# Board Diversity, Equity, Inclusion and Belonging Policy



## Purpose

CheckUP is committed to building and maintaining a diverse, equitable and inclusive environment for all staff, communities, contractors and consumers. The purpose of this policy is to ensure the organisation supports its employees through building an inclusive, equitable and diverse workforce in which everyone feels as though they belong, and that reflects the values of CheckUP and supports the communities we serve.

## Background

Workplace diversity, equity and inclusion involves recognising the value of individual differences and managing them in the workplace. Diversity in this context covers gender, age, ethnicity, cultural background, sexual orientation, language, religious, political or other beliefs. Diversity also encompasses the ways people differ in terms of education, life experience, job function, work experience, personality, location, marital status, carer responsibilities and ability level. This understanding of diversity will assist CheckUP in creating an equitable and inclusive environment in which everyone feels as though they belong.

## Intent and Objective

CheckUP aims to actively promote a culture that supports diversity, equity and inclusion in the composition of its Board and senior management and in the workplace. In building a culture where diversity, equity and inclusion are encouraged and embraced, CheckUP also recognises that employees at all levels have responsibilities outside of the workplace. CheckUP acknowledges the benefits that flow from Board and employee diversity, equity and inclusiveness.

## Commitment

CheckUP will:

1. Not tolerate any form of discrimination.
2. Support and encourage diversity, equity and inclusion in every aspect of the organisation.

The CEO has a critical role to play in providing leadership in building an inclusive, equitable, culturally capable and diverse workforce. The CEO will ensure:

- that CheckUP has a Diversity, Equity, Inclusion and Belonging Action Plan, developed through staff consultation, which is reviewed annually
- a report is provided to the Board annually of formal complaints and significant achievements.

## Related documents

# Board Diversity, Equity, Inclusion and Belonging Policy



- Diversity, Equity, Inclusion and Belonging Action Plan (currently under review)
- Employee Benefits and Leave Policy (doc\_111)
- Anti-Discrimination, Sexual Harassment and Bullying Policy (doc\_108)
- Work, Health, Safety and Wellbeing Policy (doc\_018)
- Reconciliation Action Plan (doc\_238)
- Recruitment and Selection Policy (doc\_140)
- Recruitment and Selection Procedure (doc\_143) and associated documents
- Fact Sheets from Queensland Anti-Discrimination Commission (QADC)
- Australian LGBTIQ+ Policy Guide 2020

## Related legislation

- [Age Discrimination Act 2004 \(Cwlth\)](#)
- [Anti-Discrimination Act 1991 \(Qld\)](#)
- [Australian Human Rights Commission Act 1986 \(Cwlth\)](#)
- [Disability Discrimination Act 1992 \(Cwlth\)](#)
- [Disability Services Act 2006 \(Qld\)](#)
- [Human Rights Act 2019 \(Qld\)](#)
- [Industrial Relations Act 2016 \(Qld\)](#)
- [Multicultural Recognition Act 2016 \(Qld\)](#)
- [Racial Discrimination Act 1975 \(Cwlth\)](#)
- [Sex Discrimination Act 1984 \(Cwlth\)](#)
- [Work Health and Safety Act 2011 \(Qld\)](#)
- [Workplace Gender Equality Act 2012 \(Cwlth\)](#)
- [Fair Work Act 2009](#)

## Corporate governance

The Board Diversity, Equity and Inclusion Policy reflects CheckUP's commitment to ensuring a diverse, equitable and inclusive workplace.

## Obligations

CheckUP will meet its obligation under federal and state anti-discrimination legislation by encouraging and supporting diversity, equity and inclusion of all people who engage with the organisation.