



## ANTI-DISCRIMINATION POLICY, 2016

### INTRODUCTION:

SEXPO is committed to creating an environment which is free from discrimination and sexual harassment and where all visitors and staff are treated with dignity, courtesy and respect. SEXPO has developed a policy on discrimination which provides visitors and staff, information on discrimination, and the procedures for complaints.

### This policy applies to:

- Guests
- Staff
- Performers
- Volunteers

### Discrimination and equal opportunity:

SEXPO is an equal opportunity employer and strives to create a discrimination free environment for all stakeholders.

SEXPO believes that all staff and visitors should be able to enjoy an environment free from discrimination, victimisation, sexual harassment, vilification and the seeking of unnecessary information on which discrimination might be based. We consider these behaviours unacceptable and they will not be tolerated.

### Responsibility of staff:

All staff contribute to the creation of a discrimination free and inclusive environment

Event staff have a particular obligation to model appropriate behaviour; promote this policy; treat all complaints seriously and attend to them promptly; monitor the event environment and seek expert help for complex or serious matters.

Event staff have the responsibility to comply with this policy; report incidents to their managers and not to participate in discriminatory or harassing behaviour.

**Responsibility of visitors:**

It is the responsibility of all visitors to be aware of what constitutes discrimination when in attendance at a SEXPO. This can be found below.

**Consequences of breach of the policy:**

Visitors or staff who make a complaint of discrimination or sexual harassment will not suffer any victimisation by SEXPO for making the complaint. This also applies to staff who agree to be a witness in a complaint or have a complaint made against them.

Disciplinary action will be taken by SEXPO against any staff member or visitor found to have breached this policy. Action will be appropriate to the breach and may include: eviction from the event, termination of employment, a formal apology

**Discrimination on the following grounds is against the law:**

- race, (including colour, descent or ancestry, nationality, national or ethnic origin);
- age (whether young or older);
- impairment (including biological, functional, learning, physical, sensory, mobility, cognitive, psychological, psychiatric impairment or the presence of an organism capable of causing disease);
- religious belief or activity;
- sex or gender identity;
- relationship status (including being married, single, divorced, separated, de facto or in a same sex relationship);
- sexuality;
- pregnancy, breastfeeding, parental status (including being or not being a parent, guardian, foster parent, adoptive parent, or step parent);
- family responsibilities (including the responsibility to care for and support a dependent child or immediate family member);
- lawful sexual activity as a sex worker;
- trade union activity;
- political belief or activity;
- association with someone else who is identified because of one of these attributes.

**Other behaviour that is against the law includes:**

- seeking unnecessary information on which discrimination might be based;
- victimisation because a person has made a complaint, agreed to be a witness or has had a complaint made against them;
- sexual harassment is prohibited under both state legislation and the federal Sex Discrimination Act 1984 ;
- vilification on the basis of a person's race, religion, gender identity or sexuality.
- Federal anti-discrimination legislation also prohibits discrimination on the basis of criminal record, medical record or social origin.

### **What is discrimination?**

Direct discrimination occurs when a person (or a group of people) is singled out for worse treatment, compared to others in similar circumstances, because of one or more of the attributes. Direct discrimination may involve:

- making offensive 'jokes' about another person's racial or ethnic background, sex, sexuality, age or impairment;
- expressing negative stereotypes about particular groups or using stereotypes as a basis for decisions about work e.g. 'Women with young children shouldn't work.' or 'Older workers can't learn new skills.'
- using selection processes based on irrelevant attributes such as age, race or impairment rather than on skills really needed for the job.
- Indirect discrimination occurs when one rule applies to all, but in fact disadvantages a person (or group of people) because they are unable, or less able to comply with the rule because they have an attribute. The fact that the disadvantage was not intended is not an excuse.
- Only hiring people who have never had a back injury or a workers compensation claim might rule out an employee whose health has returned and can do the job well.
- Not considering the provision of some reasonable adjustments would disadvantage a person with an impairment, who may be able to perform the essential parts of the job in a different way.

### **What should you do?**

What should you do if you are discriminated against, sexually harassed, vilified or asked for unnecessary information?

Don't ignore discrimination, sexual harassment, vilification or requests for unnecessary information, thinking it will go away - often it just gets worse.

If you are the victim of discrimination while in attendance at SEXPO, whether you are a staff member or visitor, please report it to the nearest event official. Appropriate reporting methods are in place which will be handled by trained staff members.