

8.23 Equal Opportunity and Anti-discrimination Policy

The service works to ensure that all decisions made promote equality of opportunity for everyone by protecting them from unfair discrimination in certain areas of activity, and from sexual harassment and certain associated objectionable conduct. This document details the procedures and steps taken to promote both equal opportunity and anti-discrimination in the workplace.



Relevant Laws and other Provisions

The laws and other provisions affecting this policy include:

- *Anti-Discrimination Act 1991 (QLD)*
- *National Quality Standard, Quality Area 4 – Staffing Arrangements; 7.2 Effective leadership builds and promotes a positive organizational culture and professional learning community*
- *Policies: 8.1 – Role and Expectations of Educators, 8.3 – Recruitment and Employment of Educators, 8.5 – Volunteers, 8.7 – Workplace Harassment and Bullying, 8.10 – Employee Orientation and Induction, 8.19 – Employee Counselling and Disciplinary Procedures.*



Procedures

In accordance with the Anti-Discrimination Act 1991 (Qld) the prohibited grounds of discrimination based on certain attributes includes discrimination based on the following attributes:

(a) sex; (b) relationship status; (c) pregnancy; (d) parental status; (e) breastfeeding; (f) age; (g) race; (h) impairment; (i) religious belief or religious activity; (j) political belief or activity; (k) trade union activity; (l) lawful sexual activity; (m) gender identity; (n) sexuality; (o) family responsibilities; (p) association with, or relation to, a person identified on the basis of any of the above attributes.

When making decisions in regard to the workplace and workers, the executive and managers will demonstrate thoughtful decision-making processes to minimise the potential for discriminatory practices of either a direct or indirect nature.

The executive and managers will ensure that all workers are treated on an equal opportunities basis having regard to the need and capacity of the business and any unreasonable hardship that may result as either an intended or unintended outcome of decisions.

References

The State of Queensland (Department of Education and Training), Early Years Connect, Anti-Discrimination Act 1991 (QLD) Information Sheet 4, 2017, retrieved 10/03/2026 from <https://earlychildhood.qld.gov.au/newsResources/Documents/info-sheet-4-anti-discrimination-act-1991-Qld.pdf>

Anti-Discrimination Act 1991, retrieved 10/03/2026 from <https://www.legislation.qld.gov.au/view/html/inforce/current/act-1991-085>

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