

Discrimination Policy

According to the Law:

Discrimination is against the law.

Discrimination means being not as nice to a person because of one of the reasons below.

It is against the law to bully, tease, pick on or treat people unfairly because of their:

- Gender (male or female)
- If they are pregnant
- If they might be pregnant
- If they are married/ in a relationship or not married/ not in a relationship
- disability
- culture or background
- age
- family
- religion
- beliefs
- the way they look
- if they are breastfeeding
- sexuality
- job
- medical record
- criminal record

If people think someone is discriminating against them they should report it straight away.

Discrimination at Interchange Outer East

Interchange Outer East is a safe place for children and adults, and needs to make sure that staff and volunteers are safe to work at Interchange. Sometimes, someone might feel that Interchange is discriminating because of:

- **A criminal record**

People who have a criminal record for violence, sex offences or some drug and alcohol offences will not be able to work or volunteer at Interchange. Interchange looks at each person and decides if it is safe or not for them to work/volunteer at Interchange.

- **A medical condition or physical disability**

In some jobs at Interchange, it is important that the staff/volunteer is able to keep a child safe. If someone is applying for a job like this and may not be able to keep a child safe, Interchange may not be able to give them the job, or Interchange may try and find a different job for them that they are able to do.

- **Able to meet the duty of care**

All staff and volunteers at Interchange need to be able to meet the duty of care (see duty of care policy). If a person will not be able to meet the duty of care, they may not be able to work/volunteer at Interchange.

Except for these times (to keep Interchange a safe place), Interchange does not allow any discrimination.

Interchange's management makes sure that:

- They do what they can to stop any discrimination
- People understand what discrimination is
- People are allowed to complain, and they listen to complaints
- If they hear about discrimination happening they try to stop it immediately

Interchange staff and volunteers make sure that:

- they understand discrimination
- they don't allow discrimination
- they report any discrimination immediately