



AFFIRMATIVE ACTION POLICY

Policy number	1	Version	1
Drafted by	President	Responsible Person	President
Approved by	10/07/2019	Review Timetable	Every 2 years
Committee on			
<u>Review History:</u>			
Date:	14/7/2020	By:	Secretary
Date:	21/9/2022	By:	President

INTRODUCTION

Affirmative Action means taking positive steps, by means of systematic management programs, to identify and overcome past discrimination against women, to identify and eliminate present discrimination, and to prevent discrimination against women in the future.

PURPOSE

The purpose of this document is to state Gallipoli Barracks Community Centre’s position on Affirmative Action and to document the processes which will be adopted to ensure gender discrimination does not occur in the workplace.

CORE POLICY

Gallipoli Barracks Community Centre (GBCC) policies and practices will be reviewed regularly to ensure they provide adequate support for the career progress of women.

GBCC will consult our employees and volunteers about their needs, analyse our employment profile and other workplace statistics and accordingly establish goals and plans to give effective opportunities for women.

All decisions in GBCC will be based on merit.

This document applies to all employees, volunteers and contractors.

AUTHORISATION

Car [Signature]

Committee Secretary

Date:

01/06/2023





AFFIRMATIVE ACTION PROCEDURES

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RESPONSIBILITIES

IT IS THE RESPONSIBILITY OF THE COMMITTEE TO ENSURE:

- The implementation of this policy;
- That they are available as a point of contact for information, advice or complaints;
- That this program is continually being developed and reviewed;

PROCESSES

To ensure that Gallipoli Barracks Community Centre our organisation provides effective opportunities for women, the organisation shall:

- Develop and review policies and practices regularly;
- Analyse our employment profile and other workplace statistics;
- Consult employees and volunteers about their needs;
- Establish appropriate goals and plans; and
- Review the organisation's performance against those goals and plans.

Employees and volunteers who believe they are being treated unfairly as a result of gender discrimination should notify the committee immediately.

RELATED DOCUMENTS

- [Anti-Discrimination Policy](#)
- [Equal Employment Opportunity Policy](#)
- [Sexual Harassment Policy](#)

AUTHORISATION

A handwritten signature in blue ink, appearing to be 'COP' followed by a flourish.

Committee President

Date: 1/6/2023.