



Inclusion Policy

Policy number	POL0014	Version	2
Drafted by	Rebecca O'Sullivan	Approved by Board on	March 2023
Responsible person	Megan Hall, Executive Officer (EO)	Scheduled review date (2yrs)	March 2025

Purpose: This policy provides the framework by which the AAFIE Foundation (AAFIE) actively manages and encourages inclusion and diversity in the organisation.

Policy Statement: AAFIE is committed to recognising and celebrating diversity through creating an environment that values, respects and encourages a diverse range of views, knowledge and experience.

Principles: AAFIE is guided by principles that value diversity:

- Promote and encourage a diverse and inclusive workforce, by fostering an environment of mutual learning, respect, dignity, openness to other cultures and an appreciation of difference and other perspectives
- Attract and retain a Board of Directors whose composition reflects a diversity of backgrounds, knowledge, experience and abilities
- Seek to ensure that the composition of membership committees appointed by either the Board or management will reflect a diversity of backgrounds, knowledge, experience and abilities
- Seek to ensure that its business practices, systems and processes do not prevent people from diverse backgrounds having equality of opportunity within the organisation.

AAFIE will invest in the physical, mental and emotional wellbeing of our people through ongoing education around inclusion and diversity initiatives, ensuring our policies and processes support and encourage equal opportunity for all individuals and create a culture of inclusion.

Scope/Applicable To: AAFIE Board directors, staff and volunteers.

Policy Compliance: All in AAFIE will ensure that they seek to undertake regular compliance training in relation to Inclusion and Diversity, legislative and other responsibilities relating to anti-discrimination, workplace harassment and bullying, and equal employment opportunity through a reputable provider.

Related Documents: Governance Manual, Membership Policy