

Diversity, Access and Equity Policy

1 Purpose

This policy outlines the way Greater Shepparton Lighthouse Project (GSLP) seeks to meet the diverse needs of, support, engage, advocate on behalf of, and empower its diverse community.

2 Scope

This Policy applies to all GSLP employees, volunteers, Board members, interns, trainees, contractors, consultants, and other workers, both paid and unpaid (henceforth referred to as GSLP workers).

3 Introduction

Diversity makes us all unique. GSLP recognises diversity as an essential feature of all people and communities, and acknowledges, celebrates, and respects this diversity.

All GSLP clients and community members are provided with equitable and fair access to GSLP services, information, facilities, programs and employment opportunities without fear of discrimination.

4 Commitment to diversity, access and equity

Understanding and responding to diversity leads to an inclusive community where all people experience equal rights and opportunities. Many people continue to experience exclusion due to impairments affecting mobility, communication, or self-care; limited financial means; lack of educational or employment opportunity; discrimination; limited family or social support; violence and abuse within the home or relationships; and other conditions.

GSLP do not seek to address inequity and disadvantage by treating everyone the same, but by acknowledging differences among members of the community and adapting services and amenities to meet their diverse needs.

GSLP considers that equitable service planning and provision provides an opportunity to build an inclusive community that addresses inequities and promotes access. This will be achieved by:

- Engaging with the community in a manner that provides genuine opportunities for participation in decision-making and to improve responsiveness of services to a diverse community;
- Enhancing access to clear, accessible information in a variety of formats and media with particular effort made to reach the more vulnerable members of our community;

- Facilitating client and community participation in decision-making and service planning, recognising that outcomes are enhanced where clients have the opportunity to express their opinions, preferences and aspirations;
- Continuing to set an example as an organisation that rejects discrimination, bullying, harassment and violence; acknowledges the benefits of diversity among its staff; and promotes equality of opportunity in all aspects of employment, including recruitment, promotion and training; and
- Implementing education and training programs for staff and volunteers to promote equitable access to services and the inclusion of all community members.

5 Related documents

- [GSLP Code of Conduct](#)

6 Document history

Version	Date approved	Summary of changes	Approved by	Version author	Next review date
1.0	April 2018	New policy	GSLP Board		April 2019
2.0	Feb 2024	Review of existing policy	GSLP Board	HR Consultant	Feb 2026