

# EQUAL EMPLOYMENT AND ELIMINATION OF DISCRIMINATION/HARASSMENT POLICY

## POLICY STATEMENT

It is the policy of **Brisbane School of Theology** (BST) to develop a climate and culture in which every person has the opportunity to apply and develop their abilities free from obstruction and to achieve their potential.

**Brisbane School of Theology** is committed to providing all workers, students, volunteers, visitors, residents and contractors with a place free of discrimination and harassment.

Implementation of this policy necessitates:

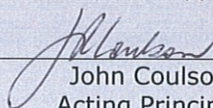
- employing the best person for the job
- appraising, developing and promoting all workers on the basis of performance, ability and potential, taking into account worker aspirations
- maintaining as far as practicable, a workplace free from all forms of harassment and discrimination
- complying with anti-discrimination and harassment laws that are applicable to BST, noting legal exemptions that may apply where BST is an organization that provides religious education in the Christian, evangelical context, preparing students for ministry
- educating and training all workers as to their responsibilities and obligations, and
- promoting mutual respect in the work environment.

All workers, students, volunteers, residents and visitors will be held accountable for upholding the letter and spirit of the policy and eliminating any practices and behaviour, which are discriminatory or which could lead to discrimination or harassment in the workplace.

Policy Area:  
HR Management

Version: 1.0

This Policy was approved by



John Coulson  
Acting Principal

Approved:  
13 May 2014

Next Review:  
May 2016