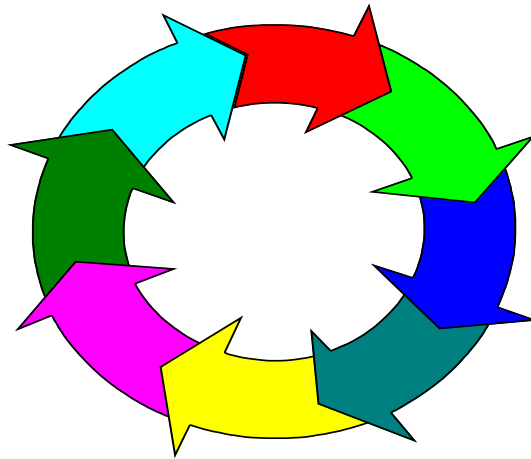


AMIDA

Action for More Independence
and Dignity in Accommodation

Affirmative Action Policy



Ross House,
1st Floor, 247 Flinders Lane, Melbourne 3000
Telephone: 9650 2722 Fax: 9654 8575
Email: amida@amida.org.au

Reviewed: **June 2022**

Approved: 1st September 2022

Related policies:

- OH&S policy AMIDA;
- Discrimination, Harassment, Bullying, Vilification, Victimisation,
- Sexual Harassment & Misconduct policy AMIDA

Affirmative Action Policy

AMIDA is committed to Equal Opportunity principles and practices.

Affirmative action aims to address historic discrimination and is a means of achieving equal employment opportunity.

The AMIDA Affirmative Action policy creates additional opportunities for AMIDA to recruit, hire and promote people living with a disability.

As a self-advocacy disability organisation AMIDA is also committed to addressing historic discrimination in relation to women, first Nations peoples and minority communities.

To that end AMIDA shall:

- When developing position descriptions (PDs) place appropriate value on lived experience and volunteer experience along with academic qualifications and employment history.
- When advertising positions state that AMIDA is an Equal Opportunity Employer and encourages people with a disability to apply.
- Hold interviews in such a way that people with a disability are not disadvantaged.
- Establish interview panels comprising representatives of the management committee including a person with a disability wherever possible.
- Employ a person with a disability over a person with no disability in the circumstance that both satisfy the advertised selection criteria and that both are equally suitable for the advertised position.
- Consider applying for an exemption from the Equal Opportunity Act where it considers a person with a disability should be employed for a position

VCAT may grant a temporary exemption of up to 5 years if:

- it believes that this would help the Act's goal of promoting equal opportunity, and
- the proposed action is a reasonable limitation on the right to equality set out in the Charter of Human Rights and Responsibilities.

Exemptions can be granted to a person or group of people, or an activity or group of activities.

Temporary exemptions apply for the period of time set by VCAT, which cannot be longer than five years.

During the exemption period the discriminatory behaviour will not be against the law.

VCAT exemption <https://www.vcat.vic.gov.au/equal-opportunity/apply-for-an-exemption>