

LGBTQIA+ inclusion policy



Policy No.	3.17	Version No.	2
Approved date	March 2021	Approved by	Management Committee
Review frequency	Every two years	Last review	March 2022
Supporting Documents	Australian Human Rights Commission National LGBTQIA+ Health Alliance website		
Associated Legislation			

1. PURPOSE

This policy supports our commitment to ensuring that we are an organisation which is welcoming, inclusive, and responsive to LGBTQIA+ people.

2. SCOPE

This policy applies to all staff, members, volunteers, students, Management Committee members and Nominated Support Persons.

3. POLICY STATEMENT

Stepping Stone believes that everyone deserves to be treated with dignity and respect. As an organisation we celebrate bodies, genders, sexualities, and relationships in all of their diversity and understand that these are critically important components of identity. We want everyone to feel safe to be and express who they are while at Stepping Stone. We understand that LGBTQIA+ people may experience mental health and suicidal distress in ways that are intersectional with gender and sexuality and that supports provided need to be designed and delivered with this fact in mind.

4. PROCEDURES

1. Use inclusive and respectful language in all our conversations and will work to continually adapt our language in acknowledgment that it is continually evolving.
2. Maintain a Working Group comprised of Stepping Stone staff and members which will meet at least twice annually. This group will review internal documents as needed and will identify areas for improvements to support us to be an organisation which is welcoming, inclusive, and responsive to LGBTQIA+ people. The group will additionally lead LGBTQIA+ initiatives and training within the Clubhouse
3. Make LGBTQIA+ diversity training a mandatory and core training component for all employees.
4. Review all organisational documents including policies, forms, and marketing material to ensure that they are written in ways that are respectful and inclusive of LGBTQIA+ people.
5. Ensure that Stepping Stone's Human Resources Policy reflects that we value LGBTQIA+ people as employees at Stepping Stone and that statements to encourage LGBTQIA+ people to apply for Stepping Stone roles will be present in all recruitment advertisements
6. Visibly demonstrate Stepping Stone's commitment to being an organisation which is welcoming, inclusive, and responsive to LGBTQIA+ people
7. Use our work actively as a platform to promote the rights and wellbeing of LGBTQIA+ people and to be a part of the movement to end stigma and discrimination against LGBTQIA+ people.

5. ROLES AND RESPONSIBILITIES

Role	Responsibilities
Leadership team	<ul style="list-style-type: none"> • Ensure all staff, members, volunteers, students and Management Committee are aware of the guidelines in this policy. • Demonstrate inclusive leadership practices and model constructive workplace behaviours that promote the rights and wellbeing of LGBTQIA+ people. • Communicate the importance of diversity and inclusion in the workplace, and promote appropriate standards of conduct at all times.
Staff, members, volunteers, students, Management Committee, NSP.	<ul style="list-style-type: none"> • Respect individual differences and treat all people with dignity. • Contribute to the creation of an inclusive workplace environment that values and utilises the input of people with diverse backgrounds, experiences and perspectives. • Be aware of the guidelines in this policy and how they relate to the rights and wellbeing of LGBTQIA+ people

6. DEFINITIONS

LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer Intersex, , Asexual +
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