

Anti-Racism [updated December 2025]

Policy Statement

This Policy outlines Advocacy Law Alliance's commitment to a culturally safe, inclusive and respectful workplace. We aim to prevent all forms of racism, racial discrimination, racial harassment, racial vilification and racial hatred across our organisation and in the services we deliver.

Scope

This Policy applies to all staff — including employees, volunteers, secondees, contractors, students and people on work experience.

It also applies to how we:

- Provide services to our clients, partners and the public
- Interact with each other
- Engage online, including through social media
- Represent Advocacy Law Alliance in any capacity

Definitions

The Australian Human Rights Commission defines *racism* as:

“The process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people based on race... Racism occurs when prejudice, whether individual or institutional, is accompanied by the power to discriminate, oppress or limit the rights of others.”

Anti-racism is an active practice. It requires intention, consistency and action at individual, organisational and systemic levels.

Racism, racial discrimination, racial harassment, racial vilification and racial hatred are unacceptable at ALA and we are committed to a workplace in which all people are treated with dignity and respect.

To support this commitment, we will:

- Ensure our policies, systems and work practices are culturally safe, respectful and inclusive, including Aboriginal and Torres Strait Islander perspectives and experiences.
- Provide training to staff and Board members on identifying and responding to racism, racial discrimination, racial harassment, racial vilification and racial hatred.
- Ensure contractors, consultants, suppliers and others representing us are made aware of our anti-racism expectations.
- Take all complaints of racism seriously and address them promptly.
- Encourage witnesses to report racism to their supervisor.
- Comply with all relevant anti-racism legislation.

Staff found to have engaged in racism or racially discriminatory behaviour will be managed under the Code of Conduct and Managing Performance and Misconduct Policy and associated procedures.

All internal and external complaints about racism will be managed under the Grievance and Complaints Policy.

Responsibilities

Director of the Board

- Responds to reports or observations of racism involving Board members or the CEO, in line with the Grievance Policy or Feedback and Complaints Policy.
- Considers risks and critical incident reports from the CEO.

Chief Executive Officer (CEO)

- Oversees implementation of this Policy.
- Approves supporting procedures and documentation.
- Reports risks and critical incidents to the Board.
- Seeks legal advice where required.
- Responds to reports or observations of racism in accordance with relevant policies.

Supervisors

Respond promptly to reports or observations of racism, racial harassment or racially discriminatory behaviour.

- Have a clear, direct and confidential conversation with the person concerned to ensure behaviour stops and expectations are understood.
- Direct staff who believe they have experienced racism to the Grievance and Complaints Policy and ensure they understand their rights and options.

All Staff, Volunteers and Directors

- Report any instances of racism, racial harassment or discrimination in accordance with the Grievance Policy and associated procedures.
- Be familiar with and follow this Policy in all organisational activities.