



The Lucy Rose Clinic

INTEGRATIVE HEALTH SOLUTIONS

The Lucy Rose Clinic- Anti-Discrimination and Harassment Policy

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To be used by:

All staff and contractors of The Lucy Rose Clinic

Introduction

The Lucy Rose Clinic is committed to providing a work environment that is free from discrimination, harassment, and any form of mistreatment. This policy outlines our commitment and the procedures in place to prevent and address any such incidents. We are dedicated to fostering a culture of respect, diversity, and inclusion for all employees, clients, and stakeholders.

Purpose

The purpose of this Anti-Discrimination and Harassment Policy is to:

- Promote a culture of respect, diversity, and inclusion.
- Ensure that all employees, clients, and stakeholders are treated fairly and with dignity.
- Provide guidelines for preventing and addressing incidents of discrimination and harassment.
- Define the roles and responsibilities of all parties in adhering to and enforcing this policy.

Scope

This policy applies to all employees of The Lucy Rose Clinic, including full-time, part-time, casual, temporary, and contract staff, as well as volunteers, interns, and any other individuals working in or representing the organisation. It also applies to clients, suppliers, and other stakeholders interacting with the clinic.

Definitions

Discrimination refers to unfair treatment based on an individual's race, colour, religion, sex, gender identity, sexual orientation, national origin, age, disability, or any other characteristic protected by law.

Harassment is any unwelcome conduct, comment, gesture, or contact that creates an intimidating, offensive, or hostile work environment. It can be verbal, physical, or visual and can occur through various communication channels, including in person, over the phone, or online.

Policy Statement

The Lucy Rose Clinic prohibits any form of discrimination and harassment, both in the workplace and during work-related activities. All employees have the right to work in an environment that is free from such behaviours.

Responsibilities

Employer Responsibilities

The Lucy Rose Clinic management is responsible for:

- Implementing and enforcing this policy.
- Providing training and guidance on the prevention of discrimination and harassment.
- Addressing and resolving any incidents promptly and fairly.
- Ensuring that employees who report incidents are not subject to retaliation or victimisation.

Employee Responsibilities

All employees are responsible for:

- Treating colleagues, clients, and stakeholders with respect and dignity.
- Reporting any incidents of discrimination or harassment to their supervisor or a member of management.
- Participating in training and education programs related to this policy.
- Adhering to this policy and cooperating in any investigations.

Reporting and Investigation

Employees who experience or witness discrimination or harassment should report the incident to their supervisor or a member of management immediately. The Lucy Rose Clinic will treat all reports confidentially and promptly investigate the matter. If a complaint is substantiated, appropriate disciplinary action will be taken, up to and including termination of employment.

Training and Education

The Lucy Rose Clinic will provide regular training and education to all employees on the prevention of discrimination and harassment. This may include workshops, seminars, or online courses. Employees are expected to participate in these programs to ensure they understand their rights and responsibilities under this policy.

Policy Review

This policy will be reviewed periodically to ensure its continued effectiveness and relevance. Employees are encouraged to provide feedback and suggestions for improvement.

The Lucy Rose Clinic is committed to fostering a culture of respect, diversity, and inclusion. By adhering to this Anti-Discrimination and Harassment Policy, we can ensure a safe and supportive work environment for all employees, clients, and stakeholders.