

Anti Discrimination Policy

Introduction

Derivan Pty Ltd does not exclude, deny benefits to, or otherwise discriminate against any person on the basis of race, color, national origin, disability, or age in admission to, participation in, or receipt of the services and benefits under any of its courses.

Derivan is a strong supporter of employing people with disabilities. A number of employees are employed at Matisse Derivan through Achieve Foundation Employment Services, which is an employment service that trains and supports people with intellectual disabilities so that they may find meaningful employment. Achieve Foundation team has worked at Matisse since November 1999

Legislation Reference

The [NSW Anti-Discrimination Act 1977](#) aims 'to promote equality of opportunity for everyone by protecting them from unfair discrimination in certain areas of activity and from sexual harassment and certain associated objectionable conduct'. This *Act* enables complaints of discrimination to be dealt with by the [Anti-Discrimination Board of New South Wales](#). The *Act* prohibits discrimination on the basis of the following attributes:

- sex
- relationship status
- pregnancy
- parental status
- breastfeeding
- age
- race
- impairment
- religious belief or religious activity
- political belief or activity
- trade union activity
- lawful sexual activity
- gender identity
- sexuality
- family responsibilities
- association with, or relation to, a person identified on the basis of any of the above attributes.

The *Act* prohibits direct discrimination and indirect discrimination. Indirect discrimination describes a situation or condition, which appears to be neutral, or the same for everyone. In fact a person with an attribute is unable, or less able, to comply with that condition than someone without that attribute.

Policy Enquiries

If you have any queries about our Anti – Discrimination Policy Statement please contact our office at Derivan Pty Ltd 23 Leeds St Rhodes NSW 02 9736 2022 or email derivand@derivand.com.au