



# Anti-Discrimination and Inclusion Policy

## *Introduction*

*Tambu Ayis Support Service is committed to fostering a diverse, inclusive, and discrimination-free environment. This Anti-Discrimination and Inclusion Policy outlines the organisation's commitment to promoting diversity, preventing discrimination, and ensuring equal opportunities for all individuals associated with the organisation, regardless of their background, identity, or characteristics.*

## Scope

This policy applies to all staff, volunteers, clients, and associates involved with Tambu Ayis Support Service.

## Principles

Our Anti-Discrimination and Inclusion Policy is guided by the following principles:

- **Equality:** All individuals associated with Tambu Ayis Support Service are entitled to equal rights and opportunities.
- **Diversity and Inclusion:** We promote and celebrate diversity and ensure inclusion in all aspects of our operations.
- **Anti-Discrimination:** We actively work to eliminate discrimination based on age, race, gender, religion, sexual orientation, disability, or any other characteristic.
- **Educational Outreach:** We educate and raise awareness among staff, volunteers, and associates about the importance of anti-discrimination and inclusion.

## Anti-Discrimination and Inclusion Guidelines

### Equal Opportunities

- All individuals have an equal opportunity to be a part of Tambu Ayis Support Service's activities and services, without discrimination.

### Non-Discrimination



- Discrimination, harassment, or victimisation based on an individual's background, identity, or characteristics is strictly prohibited.

#### Inclusion

- We actively work to include individuals from diverse backgrounds and identities in all aspects of our operations.

#### Awareness and Training

- We provide training and educational resources to staff, volunteers, and associates to raise awareness about anti-discrimination and inclusion.

#### Reporting Discrimination

- Individuals are encouraged to report any incidents or suspicions of discrimination to the designated contact person within the organisation.

#### Confidential Reporting

- Reports of discrimination will be treated confidentially and with discretion, ensuring that the reporter's privacy is respected.

#### Consequences of Violations

Violations of this Anti-Discrimination and Inclusion Policy may result in disciplinary actions, including warnings, probation, suspension, or termination, depending on the severity and frequency of the offence.

#### Conclusion

Tambu Ayis Support Service is dedicated to fostering a discrimination-free, inclusive, and diverse environment for all individuals involved with the organisation. Adhering to this Anti-Discrimination and Inclusion Policy is essential in upholding the values and mission of Tambu Ayis Support Service.



Approval:

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