

Equal Opportunities Policy

PURA Foundation Australia is fully committed to equality of opportunity and service provision and is opposed to all forms of unfair or unlawful discrimination. We aim to be an inclusive organisation in which individual differences are recognised and valued. This policy is intended to ensure that all directors, board officers, families, potential members, as well as anyone seeking information and advice from us, are treated equally, fairly, respectfully and with dignity always. We aim to encourage and value diversity and provide equality for all.

In this policy,

'we', 'us', 'our' or 'Foundation' refers to the PURA Foundation Australia;

'volunteer' refers to anyone who freely offers to take part in our organisation, its committees or undertake a company task;

'company directors' refers to the directors of the PURA Foundation Australia.

Scope

This policy and related procedure apply to the directors, all committees and volunteers of the PURA Foundation Australia and to anyone affected by PURA syndrome, regardless of their gender, age, sexuality, ethnic origin, religious beliefs, marital status, nationality, or ability, who may wish to become involved in our organisation.

Principles of the policy

Discrimination in respect of disability, race, colour, age, marital status, gender, sexuality, religion, nationality, ethnic or national origins shall not be tolerated. All decisions on inclusion and provision of support will be made objectively, without unlawful discrimination and positive steps will be taken to ensure everyone is treated fairly, with dignity and respect. The PURA Foundation Australia receives no government funding and relies entirely on voluntary donations and sponsorship.

All volunteers have a legal and moral obligation not to discriminate and to report any incident of discrimination against any individual or group of individuals involved with the PURA Foundation Australia. They are strongly encouraged to do so by board directors and officers of the board.

All volunteers appointed by the PURA Foundation Australia to act on our behalf, will be monitored by the company directors to ensure they are not discriminating in any way against volunteers or those individuals and their families living with PURA syndrome, who may wish to access our organisation. If found to be breaching this policy, they may be dismissed from being a Foundation volunteer, barred from acting on our behalf or be required to undergo further education.

Implementation

This policy is reviewed and assessed annually by the company directors in consultation with the Executive Committee. The company director's overall responsibility for the implementation of the policy and for monitoring it to ensure all aspects of it are adhered to throughout the organisation. The company directors will ensure it is disseminated to all new volunteers as part of their induction process and that everyone is kept fully informed and consulted on any proposed changes.

