

Williamstown Rental Housing Co-operative Policy Document

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Policy Name:	Human Rights
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1. Introduction

Every person has a right to equal treatment in their accommodation and employment, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, gender, sexual orientation, age, marital status, family status, or disability, and without harassment of any kind. Williamstown Rental Housing Co-operative Ltd (WRHC) is committed to providing a living and working environment that respects the human rights of its members and employees, and is free from any form of harassment or discrimination.

The rights, freedoms and responsibilities shared by everyone in Victoria are set out in the *Charter of Human Rights and Responsibilities Act 2006* (Vic) (The Act).

2. Purpose

The purpose of this document is to identify the WRHC's position on Human Rights in relation to its operations as a housing provider and employer.

3. Scope

All activities conducted by and on behalf of WRHC as they apply within The Act.

4. Relevant Co-operative Objectives

To ensure that the human rights of WRHC applicants, members and employees (including advisors and volunteers) are respected in all of its operational procedures and decisions.

5. Policy

WHRC will comply with The Act when making decisions by following procedures that take into account the human rights of applicants, members and employees, as outlined in the Act.

All decisions made by and on behalf of the WRHC will take into consideration The Act.

All formal complaints of breaches of rights within The Act will be directed to the Board of Directors for consideration and resolution.

A person who believes their rights under The Act have been breached will be directed to place their concerns in writing and addressed to the most appropriate person of the board

of Directors and provided information of the Victorian Ombudsman or where appropriate the WRHC Regulatory Body.

All alleged breach allegations must contain, the Right that was Violated and by Who.

All issues of alleged breaches of the Act will be tabled at the first Directors Meeting after the allegation has been received.

6. Responsibilities

All members, in particular board of directors and employees of WRHC have the responsibility of acting in a manner that conforms to the principles held within The Act.

Any person who receives a service from WRHC has the responsibility to inform WRHC when they believe their right/s under The Act have been breached.

Any person reporting a breach of a Right as prescribed under The Act must provide sufficient evidence for the claim to be investigated and be in writing

This must include where applicable:

- Details of the person whose rights have been breached
- Sufficient information to identify the person who committed the breach; and
- the right/s that has been breached; and
- how that right has been breached

7. Definitions

8. Related documentation, legislation and standards

Code of Conduct

Charter of Human Rights and Responsibilities Act (2006)

Cooperatives Act

Occupational Health and Safety Act 2004

Equal Opportunity Act 2010

Information Privacy Act 2000

Governance Manual

Members Manual

Transparency and accessibility

This policy will be available on the WRHC website www.williamstownhousingcoop.org.au