



Buddhist Recovery Network

Anti-Discrimination Policy

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A. Preamble

The Buddhist Recovery Network (BRN) is an organisation that seeks to build bridges between individuals and communities, and as such is an organisation deeply committed to openness and inclusivity, the celebration of diversity and the non-defensive acceptance of difference. These fundamental values should inform every aspect of the organisation's work.

B. Definition

Discrimination occurs when a person treats someone with a specific attribute less favourably than someone without that attribute in similar circumstances. Examples of such 'attributes' provided in anti-discrimination legislation include: race; color; religion; age; gender; gender identity; sexual orientation; national origin; disability; veteran's status; marital status; physical features; political activity; parental status; and pregnancy. Discrimination can also occur when arbitrary requirements are imposed that may make it difficult for someone to comply who might be an ideal contributor.

C. The Policy

This policy applies to Directors, Officer, Employees and Volunteers. The BRN supports and upholds the anti-discrimination legislation in the territories in which it operates. It specifically prohibits discrimination based on attributes listed above in Section B.

This policy applies to areas such as employee appointment, discipline and remuneration.

Employment decisions in the BRN are based on non-discriminatory criteria such as: skills; abilities; competencies; background; experience; qualifications; and job performance. Appointment criteria will also be defined with reference to the BRN's operational, stakeholder and business needs.

The organisation does not consider it sufficient to simply refrain from discriminatory acts. The expectation of the organisation is that individuals will positively cultivate an environment that supports diversity.

In terms of discriminating on the basis of religion, the organisation would only favour an experienced Buddhist practitioner over an inexperienced Buddhist practitioner where such experience was fundamental to the inherent requirements and successful performance of that role (for example leading a meditation retreat, preparing literature on practices etc). Where a position comprises tasks that were less specialist in nature and could be performed equally well by an inexperienced practitioner, then such experience would not

form part of the appointment criteria. This provides an example of how the policy should be implemented.

Violation of this policy may result in a range of sanctions, up to and including expulsion from the organisation.

D. Process To Be Followed

Any individual who believes they have suffered discrimination from a representative of the BRN should present their case in writing to the organisation's Chief Executive Officer (currently the organisation's Chair). Alternatively, the letter could be sent to any or all of the organisation's Directors if the Chair is felt to be party to the contested decision.