



# Inclusive Community Policy

*Anti-Discrimination Act 1991*

# 1. POLICY STATEMENT

Townsville City Council (Council) is committed to facilitating and contributing to creating a welcoming and inclusive community.

Townsville City Council believes in building on existing strengths within the community to enable Townsville to be a city that fosters community inclusion, values diversity and actively contributes to opportunities that increase social, civic and economic participation within the community.

## 2. PRINCIPLES

The Council Inclusive Community Policy will:

- Value all people in the community;
- Recognise and build on individual and community strengths and abilities;
- Provide a greater voice and opportunity for people to have a say and be actively involved in decisions that affect their lives;
- Promote participation and inclusiveness in the community;
- Ensure that Council contributes to an inclusive community across the city by delivering accessible and equitable services, activities and programs;
- Ensure that Council meets its legislative requirements under the various relevant Acts of the State and Federal Government (see Legal Parameters).

## 3. SCOPE

This policy applies to all facets of Townsville City Council's programs, projects, events, services and activities.

## 4. RESPONSIBILITY

Director of Community, Environment & Lifestyle and Managers within Community & Lifestyle are responsible for ensuring this document is understood and adhered to by all workers.

## 5. DEFINITIONS

**Access** – means the practice of ensuring that all members of the community will have the opportunity to access information, services, facilities, and activities regardless of individual circumstances, characteristics, abilities, culture, and background.

**Discrimination** – is as defined by State and Federal discrimination legislation in particular the Anti-Discrimination Act 1991.

**Equity** – means the practice or act of ensuring that information, services, facilities, and activities are provided to the community in a fair manner regardless of individual circumstances, characteristics, abilities, culture, and background.

**Inclusive** – means the practice or act of creating an environment where people feel included regardless of their individual circumstances, characteristics, abilities, culture, or background.

**Manager** – includes persons appointed to positions including with the title, Team Manager, Lead, General Manager, Principal, Director and Chief.

**Organisation** – means government organisations, community groups, not-for-profit organisations, for-profit organisations and serviced providers.

**Workers** – includes employees, contractors, volunteers and all others who perform work on behalf of Council.

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## 6. POLICY

Townsville City Council will provide its information, services, facilities and activities, in a manner that ensures equity and opportunity to all, in a supportive manner and free from discrimination.

Council will achieve this through:

1. Supporting community events, activities, organisations, and services that encourages and values diversity, increases participation and well-being to address matters relating to equality of access and opportunity;
2. Delivering Council information, services, facilities and activities in consideration of the Queensland Government's Communities 2032 vision to support and empower every person to connect, participate, contribute and thrive; and ensuring acceptance and inclusivity of all people.

## 7. LEGAL PARAMETERS

*Age Discrimination Act 2004 (Cth)*

*Anti-Discrimination Act 1991(Qld)*

*Australian Human Rights Commission Act 1986 (Cth)*

*Building Act 1975 (Qld) (QBA)*

*Building Code of Australia (BCA)*

*Disability Discrimination Act 1992 (Cth)*

*Disability Discrimination Act 1992 (Cth)*

*Human Rights Act 2019 (Qld)*

*Local Government Act 2009 (Qld)*

*Local Government Regulation 2012 (Qld)*

*Racial Discrimination Act 1975 (Cth)*

*Sex Discrimination Act 1984 (Cth)*

## 8. ASSOCIATED DOCUMENTS

Community Engagement Policy

Corporate Plan – 2021-2026

Council's Advisory Committees

Diversity and Inclusion Strategy 2020 - 2024

Operational Plans

## 9. DOCUMENT HISTORY

Date	Version	Amendment	Reviewer	Approved
22.11.2023	4	Clarity around responsibility	GM Community and Lifestyle	Full Order

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