



Rainbow RED Policy

Scope

This policy applies to Brook RED Community Members, Nominated Support People, Board Members, employees, volunteers, and students on placement.

Purpose

This policy supports our commitment to ensuring that we are an organisation which is welcoming, inclusive, and responsive to LGBTQIAP+ people.

Principles

Brook RED believes that everyone deserves to be treated with dignity and respect. As an organisation we celebrate bodies, genders, sexualities, and relationships in all of their diversity and understand that these are critically important components of identity. We want everyone to feel safe to be and express who they are at Brook RED. We understand that LGBTQIAP+ people may experience mental health challenges and suicidal distress in ways that are intersectional with gender and sexuality and that supports provided need to be designed and delivered with this fact in mind.

Policy

Brook RED will:

1. Ensure that all employees are oriented to and commit to the *Rainbow RED Employee Commitment* and that demonstration of commitment will be reviewed annually as part of employee performance appraisals.
2. Use inclusive and respectful language in all our conversations and will work to continually adapt our language in acknowledgment that it is continually evolving.
3. Maintain a Rainbow RED Working Group comprised of Brook RED employees and Community Members, which will meet at least twice annually. This group will review Rainbow RED documents as needed and will identify areas for improvements to support us to be an organisation which is welcoming, inclusive, and responsive to LGBTQIAP+ people. The groups will additionally lead LGBTQIAP+ initiatives such as Brook RED's participation in Pride and other events.
4. Make LGBTQIAP+ diversity training a mandatory and core training component for all employees.
5. Review all organisational documents including policies, forms, and marketing material to ensure that they are written in ways that are respectful and inclusive of LGBTQIAP+ people.

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6. Ensure that Brook RED's Human Resources Policy reflects that we value LGBTQIAP+ people as employees at Brook RED and that statements to encourage LGBTQIAP+ people to apply for Brook RED roles will be present in all recruitment advertisements. Additionally, we will take affirmative action to ensure that a minimum of 25% of our employees are LGBTQIAP+ people in recognition of the overrepresentation of LGBTQIAP+ people experiencing mental health challenges and suicidal distress in our society.
7. Develop and maintain a list of LGBTQIAP+ supports and services in the community.
8. Visibly demonstrate Brook RED's commitment to being an organisation which is welcoming, inclusive, and responsive to LGBTQIAP+ people through the use of cultural artefacts such as printed collateral, t-shirts, posters, et cetera.
9. Use our work actively as a platform to promote the rights and wellbeing of LGBTQIAP+ people and to be a part of the movement to end stigma and discrimination against LGBTQIAP+ people.

Definitions of Terms Used

LGBTQIAP+

Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Pansexual +

References

Australian Human Rights Commission
 Brook RED Diversity and Inclusion Policy
 Brook RED Rainbow RED Employee Commitment
 Brook RED Human Resources Policy
 National LGBTI Health Alliance website

Document Control and Record of Changes

Version	Effective Date	Approved by	Summary of Change	Date of Next Review
Version 01	June 2018	Eschleigh Balzamo	Introduction of new policy	January 2019
Version 02	September 2019	Eschleigh Balzamo	Review and Update	January 2021
Version 03	June 2021	Eschleigh Balzamo	Review and Update	July 2023
Version 04	August 2023	Eschleigh Balzamo	Review and Update	August 2024

The General Manager has overall responsibility for this policy. If there are any questions regarding this policy, please direct these to the Business Services Manager or General Manager.