



Rainbow RED Policy

Scope

This policy applies to Brook RED Community Members/NDIS Participants, 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 LGBTIQ+ 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 LGBTIQ+ people may experience mental health 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/NDIS Participants, which will meet at least four times 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 LGBTIQ+ people. The groups will additionally lead LGBTIQ+ initiatives such as Brook RED's participation in Pride and International Day Against Homophobia, Transphobia and Biphobia.
4. Make LGBTIQ+ 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 LGBTIQ+ people.

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6. Ensure that Brook RED's *Human Resources Policy* reflects that we value LGBTIQ+ people as employees at Brook RED and that statements to encourage LGBTIQ+ 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 LGBTIQ+ people in recognition of the overrepresentation of LGBTIQ+ people experiencing mental health and suicidal distress in our society.
7. Develop and maintain a list of LGBTIQ+ supports and services in the community.
8. Visibly demonstrate Brook RED's commitment to being an organisation which is welcoming, inclusive, and responsive to LGBTIQ+ 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 LGBTIQ+ people and to be a part of the movement to end stigma and discrimination against LGBTIQ+ people.

Definitions of Terms Used

LGBTIQ+

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

References

Australian Human Rights Commission
 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	June 2023

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.