



## MHAA POLICY AND PROCEDURE- DISCRIMINATION

### **Preamble**

The MHAA as a responsible organization should have in place a policy and procedures manual which will assist office holders and members in understanding their responsibilities under anti discrimination legislation when dealing with other members.

### ***Purpose* \***

The policy is to ensure office holders and members, understand that discrimination and harassment will not be tolerated as the Association aims to provide an environment where everybody is treated with dignity and respect.

The MHAA prohibits all forms of discrimination and harassment not only because it is against the law but because it can be distressing humiliating and offensive and it creates an uncomfortable and unpleasant environment.

The MHAA will not tolerate any discrimination or harassment based on a person's sex, marital status, pregnancy, parental status, race, age, disability, homosexuality, sexuality, transgender, religion, political belief or industrial activity.

### ***Background***

The National Committee of the MHAA agreed that it was appropriate that a policy and procedures were put into place to educate current office holders, future office holders and members about the importance of ensuring that discrimination do not occur between members and officeholders.

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**Miniature Horse Association of Australia Inc**

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## Scope

The policy is to apply to the following:-

- Office holders
- Regular members
- Associate members
- Youth members
- Family members
- Syndicates and partnerships
- Contractors to the Association
- Judges and appointed officials

## Definitions

**MHAA**  
Miniature Horse Association of Australia

**Office Holders of the MHAA**  
An MHAA member who is elected to any committee of the MHAA at either State or National level.

**Judges and Appointed Officials**  
Any person appointed as Judge or Official at any sanctioned MHAA event.

**Contractor**  
A person who provides services to the MHAA

**Discrimination**  
Unlawful discrimination occurs when a person or a group of people are treated less favourably than another person or group because of race, colour, national or ethnic origin; gender or marital status; disability; religion or political beliefs; sexual preference; or some other central characteristic. Discrimination may occur when a person is denied the opportunity to participate freely and fully in normal day-to-day activities, for example being harassed at shows or being denied entry to MHAA events.

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## **Individual Responsibilities**

Individuals bound by this policy are responsible for making themselves aware of the policy and complying with the requirements of this policy and the consequences of breaching this policy.

## **Legal & Policy Framework**

C2.3.2.1 The Anti-Discrimination Act 1991 prohibits discrimination on the basis of the following attributes:

- sex
- relationship or parental status
- race
- religious belief or activity
- political belief or activity
- impairment
- trade union activity
- lawful sexual activity
- pregnancy
- breastfeeding needs
- family responsibilities
- gender identity
- sexuality
- age
- or an association with, or relation to, a person identified on the basis of any of the above attributes.

Discrimination can either be direct or indirect.

Direct discrimination takes place when an individual is disadvantaged or treated less favourably than another person. An example of direct discrimination is failing to employ someone because he or she is in a wheelchair.

Indirect discrimination happens when a practice or policy appears to be fair because it treats everyone the same way but actually disadvantages people from a particular group. An example of indirect discrimination is requiring all people who apply for a certain job to pass a written grammar test, even though being able to write in English is not necessary for the job. This test might exclude more people whose first language is not English.

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### **Dispute resolution procedures**

MHAA is a community organisation and it is desired that all disputes can be solved through discussion with concerned parties. It is advisable that all disputes are dealt with in a timely fashion.

Where a member has a dispute with another member or office holder they should try to resolve it directly by talking with the person if this does not resolve the problem or if the member is not able to discuss it with the other member or office holder they should notify the National Secretary of the MHAA.

If the dispute is of a serious nature it should also be put in writing and a copy given to the President of the MHAA. The National Secretary of the MHAA is to talk with both parties to determine a solution. Where appropriate, National Secretary of the MHAA should mediate a meeting between the parties to discuss the problem openly.

If mediation is unsuccessful the National Committee has the power to deal with the matter.

### ***Support & Advice***

Any person with questions or issues relating to the policy should contact the National secretary of the MHAA

### ***Communication***

Members will be advised that a Discrimination Policy has been implemented and that it has been posted on the Associations website.

## **7 Breach of the Policy**

If a breach of the policy occurs the National Committee can use all disciplinary powers available to it under the Constitution, these can include, suspension of membership, expulsion from the Association, fines, and letters of apology.

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