

Commitment | March 2024

Respectful Spaces at FYA

The Foundation for Young Australians (FYA) is committed to providing a safe and respectful physical and digital environment for employees, volunteers, partners, vendors, program participants and others.

FYA applies a number of principles to create spaces that are free from discrimination, sexual harassment, harassment, bullying and psychosocial harm including:

- 1. Anti-oppression.** Recognising that FYA exists in a context of societal systems of power and oppression and working to ensure that FYA's approaches to building respectful spaces addresses oppression and does reinforce it.
- 2. Centering young people.** FYA exists to back young people. Young people need and require the autonomy to make FYA's spaces respectful for them.
- 3. Tailored.** Ensuring that different approaches to building and maintaining respectful spaces are recognised and used, depending on the circumstances and preferences of people.
- 4. Compliance.** Understanding and meeting all legislative and other compliance requirements that relate to safe and respectful spaces.
- 5. Continuous learning.** Always continuing to refine approaches to building respectful spaces, as FYA continues to examine its values and ways of working.

FYA's commitment to creating a respectful environment covers all employees, volunteers and board members, contractors, partners, program participants and visitors of FYA and to applies to all aspects of FYA's activities, including:

- in the workplace (even outside of normal working hours);
- during all work-related activities;
- at FYA sanctioned social events, even if they occur outside of work hours or off-site (e.g., work lunches, conferences, training courses, work-related travel and end of year parties, office week etc.); and;
- during any activity where there is a relevant connection to the workplace, or which has a significant effect on the workplace or might otherwise impact adversely on the reputation of FYA (e.g., posting a message about an FYA worker or partner on social media sites)

Responsibilities for creating and maintaining respectful spaces

FYA and every member of its community is responsible together for creating and maintaining a respectful physical and digital environment.

FYA has a responsibility to its staff, volunteers, program participants, contractors, visitors, Board members, Subcommittee members and other members of its community to ensure that FYA is a respectful space by:

- Meeting its legal obligations to provide a workplace that encourages and expects fair and just treatment, free of offensive, intimidating, inappropriate or harassing behaviour
- Ensuring that all new staff, volunteers, contractors, program participants and visitors read and know where to find FYA's Respectful Spaces Commitment and associated policies and procedures
- Providing training on respectful spaces to staff, volunteers, contractors, program participants and visitors as necessary
- Ensuring that all staff, volunteers, program participants, contractors, visitors and other members of its community are aware of their responsibilities, rights and the appropriate and acceptable standards of behaviour at FYA.
- Providing for formal, internal support

All staff, volunteers, program participants, contractors, visitors to the FYA office, Board members and subcommittee members. have the responsibility to ensure that FYA is a respectful space by :

- Reading, understanding and implementing this policy and associated procedures:
- Ensuring that their behaviour is appropriate and complies with FYA values and policies
- Refraining from behaviour which condones and/or enables inappropriate behaviour by others
- Being aware of, identify and safely report conduct which is inappropriate
- Cooperating in any investigation of a complaint regarding inappropriate behaviour
- Undertaking any training as directed

Staff, volunteers, contractors, program participants, visitors and other members of the **FYA community** will always have the option to raise a complaint through formal and informal means.