



Anti-discrimination Policy

Definition:

Discrimination refers to any behaviour or practice based upon an assumption that one group is superior to another, any behaviour that disadvantages people on the basis of the real or perceived membership of a particular group, and includes behaviour such as less favourable treatment, unfair exclusion, and asking discriminatory questions.

Rationale:

Discrimination in any form is unacceptable. As educators, we have a responsibility to provide teaching and learning environments that are free from discrimination in all forms, including those based on race, ethnicity, gender, ability, disability, sexuality and religion.

Aim:

- To provide a fair and supportive environment free from all forms of discrimination, discriminatory practice and beliefs, that promotes personal respect, values diversity, and provides physical and emotional safety.

Implementation:

- All staff will complete DEECD online Workplace Discrimination & Sexual Harassment training.
- Professional development including legislative requirements relating to discrimination will be available for all staff, who in turn will model and practise appropriate non-discriminatory behaviour.
- Staff, students and members of the school community will be familiar with the school's approach to anti-discrimination and will be provided with information relating to their rights and responsibilities.
- Our school will ensure that all groups who are affected by decision-making outcomes are consulted, their input will be treated fairly, and decision-making processes and outcomes will be meritorious and free from discrimination.
- All decision-making processes will be open to scrutiny, with processes for appealing decisions and for regularly reviewing processes to be adopted.
- Equal Opportunity information will be readily accessible to the community.
- All claims of discrimination will be treated confidentially, documented, and promptly and constructively addressed.
- Unresolved school-level issues may be referred by the principal, or either party involved, to the appropriate authorities.
- The rights and sensitivities of all individuals will be protected.
- School Council will communicate in plain language and use other means of reaching parents such as open meetings, assemblies etc.
- Curriculum content will be free of discriminatory content, but will analyse the effects of discrimination and assist students to develop attitudes and skills that discourage, challenge and report discriminatory practices.

References:

Circular 345/2001 Workplace Discrimination and Sexual Harassment online training
<http://www.eduweb.vic.gov.au/hrweb/divequity/eo/discrim.htm>

Evaluation:

- This policy will be reviewed as part of the school's three-year review cycle.

This policy was ratified by School Council – April 2008

