



## Equal Opportunity Policy

### Rationale:

- The Victorian Equal Opportunity Act (2010) makes it unlawful to discriminate against a person on the basis of the following attributes: - age, disability, industrial activity, lawful sexual activity, sexual orientation, gender identity, marital, parental or carer status, physical features, political beliefs or activity, pregnancy, race, religious belief or activity, sex, personal association (with a person who is identified by reference to any of the above attributes) or breastfeeding.
- The Act prohibits direct and indirect discrimination, makes it unlawful to sexually harass a person at the institution (includes students), promotes equality of opportunity between persons of different sex, age, marital status, race and other specified attributes, and provides redress for those who have been subject to discrimination

### Aims:

- To provide a working and learning environment that does not tolerate unlawful discrimination and provides equal opportunity for all.

### Implementation:

- Our school values diversity and provides equal opportunity for all.
- A staff member will be appointed as the Equal Opportunity representative at our school, and appropriate professional development will be available.
- Staff will be Merit trained when possible and available.
- This policy is to be read in conjunction with the Managing Diversity and Sexual Harassment policies of the school.
- The school's position as an Equal Opportunity employer and workplace will be communicated to the wider community via the SEPS website and other means as appropriate.
- The school's policies and practices will be regularly reviewed to ensure consistency with the Victorian Equal Opportunity Act (2010).
- All staff members will be provided with access to this policy, and will be reminded of their rights and responsibilities relating to the Victorian Equal Opportunity Act (2010).
- This policy is also supported by the Racial and Religious Tolerance Act 2001, which prohibits, amongst other things, racist and religious vilification graffiti, racist and religious vilification speeches or posters in public places, engaging in racist or religious vilification in public places, or making offensive racist comments in publications including the internet or email.
- Any complaints can be lodged with the Equal Opportunity representative, Principal, Regional Director, Merit Protection Boards, or Equal Opportunity Commission.
- All complaints will be investigated promptly, confidentially, and with impartiality.
- All complaints will be managed in a manner consistent with DEECD's 'Local Complaints Resolution Procedures' handbook.
- The School Council president will be informed of all Equal Opportunity concerns, on a confidential basis.

References: <http://www.eduweb.vic.gov.au/hrweb/divequity/eoo/policy.htm>  
[http://www.humanrightscommission.vic.gov.au/index.php?option=com\\_k2&view=item&id=524:the-racial-and-religious-tolerance-act-2001-explained&Itemid=117](http://www.humanrightscommission.vic.gov.au/index.php?option=com_k2&view=item&id=524:the-racial-and-religious-tolerance-act-2001-explained&Itemid=117)

### Evaluation:

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

**This policy was ratified by School Council – August 2015**