

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.

Aims:

- Every member of our school community will have the opportunity to learn, work and participate in an environment that is free from discrimination, harassment, bullying, vilification and victimisation.

Implementation:

- Our school values diversity and provides equal opportunity (EO) for all.
- All members of our school community have a responsibility to uphold EO principles.
- Our leadership team will promote and model a safe and inclusive school environment which encourages equality and diversity, and responds firmly and impartially to instances of discrimination, harassment, bullying, vilification or victimisation.
- Staff members have a responsibility to not be involved in, and actively discourage instances of discrimination, harassment, bullying, vilification and victimisation.
- Teachers have a responsibility to ensure the curriculum, its delivery and access for students to the curriculum are consistent with the principles of EO, and to help students to understand their human rights and challenge discriminatory attitudes and behaviour.
- Students have a responsibility to understand their rights and responsibilities under the school's EO policy, and to respect the rights of others.
- In addition, a staff member will be appointed as the Equal Opportunity coordinator at our school, and will be provided with professional development and resources appropriate to the role.
- The EO coordinator's role will include monitoring EO across the school, promoting EO awareness amongst staff, students and the wider community, reviewing and updating EO policy and procedures, identifying training needs of themselves and staff, providing impartial and confidential EO information to individuals, and assisting individuals to explore their options to address EO issues or resolve complaints.
- Equal opportunity will be a standard inclusion in the staff information manual and staff code of conduct, student diaries and student codes of conduct, and in parent information booklets available at times of enrolment.
- This policy is to be read in conjunction with the Managing Diversity and Sexual Harassment policies of the school.
- The school's policies and practices will be regularly reviewed to ensure consistency with the Victorian Equal Opportunity Act (2010).
- The Racial and Religious Tolerance Act prohibits amongst other things, practices such as racist graffiti, 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 or concerns can be directed to Equal Opportunity representative, the principal, Regional Director, Merit Protection Boards, or Equal Opportunity Commission.

- All complaints will be investigated promptly, sensitively, confidentially, and with impartiality. All complaints will be managed in a manner consistent with the principles of natural justice and the participants involved in complaints will be provided with information regarding avenues for appeal should they consider the findings to be inappropriate.

Evaluation:

- This policy will be reviewed by the Equal Opportunity coordinator and interested staff members as part of the school's three-year review cycle or earlier should EO concerns in the workplace require redress.

This policy was last ratified by School Council in...

February 2019