

EQUAL OPPORTUNITIES AND ANTI-DISCRIMINATION POLICY



Rationale

The Victorian Equal Opportunity Amendment Act (2011) 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.

Furthermore, 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.

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 working environment that does not tolerate unlawful discrimination and provides equal opportunity for all.

Implementation

- A senior staff member will be appointed as the Equal Opportunity representative at our College, and will be provided with professional development appropriate to the role.
- The College's position as an Equal Opportunity employer and workplace will be communicated to the wider community via the newsletter.
- Our College 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.
- The College's policies and practices will be regularly reviewed to ensure consistency with the Victorian Equal Opportunity Act (2010).
- All staff members will be reminded of their rights and responsibilities in relation to the Victorian Equal Opportunity Act (2010) and other relevant discrimination legislation.
- The Racial and Religious Tolerance Act (2001) 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.
- 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.
- The Principal or delegate will thoroughly investigate complaints made under this policy.
- Complaints made under this policy may also be directed to the appropriate statutory authority.