



ANTI-DISCRIMINATION POLICY

Purpose:	Ormiston College is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur.		
Scope:	This Policy is to be adhered to by all stakeholders which include all staff, directors, managers, workers, parents, students, volunteers, contractors, suppliers and visitors to the College.		
Legislation:	<ul style="list-style-type: none">• <i>Age Discrimination Act 2004 (Cth)</i>• <i>Anti-Discrimination Act 1991 (Qld)</i>• <i>Australian Human Rights Commission Act 1986 (Cth)</i>• <i>Disability Discrimination Act 1992 (Cth)</i>• <i>Disability Standards for Education 2005</i>• <i>Racial Discrimination Act 1975 (Cth)</i>• <i>Sex Discrimination Act 1984 (Cth)</i>• <i>QLD Human Rights Commission Employer Toolkit</i>		
Related Documents	<ul style="list-style-type: none">• Anti-Bullying Policy• Complaints Handling Policy• Disability Discrimination Policy• Expectations and Behaviour Code (Student Handbook)• Sexual Harassment Policy• Staff Code of Conduct Policy• Workplace Harassment Prevention Policy		
Policy Owner:	College Governing Body	Version:	V010724
Status:	Approved	Supersedes:	V170822
To Be Reviewed:	Every 2 Years	Next Review Date:	July 2026
Authorised By:	BRETT WEBSTER	Date of Authorisation:	16/07/2024
Signature:			

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RATIONALE

All students and employees at Ormiston College have the right to learn and work in an environment free from unlawful discrimination. Ormiston College will provide a fair and safe learning and teaching environment where all students and employees have equal opportunities.

Ormiston College is committed to protecting students and employees from unlawful discrimination and to respond appropriately should such discrimination occur, including possible disciplinary action. Any instances of discrimination should be reported under the Ormiston College Complaints Handling Policy.

In accordance with relevant law, Ormiston College will act to prohibit unlawful discrimination towards its students and employees, on the basis of “protected attributes” relevant to the College, whilst students and employees are engaging in their education and work at Ormiston College. Both direct and indirect unlawful discrimination are prohibited.

In accordance with the relevant law, Ormiston College prohibits unlawful discrimination against students in all facets of education at Ormiston College, including:

- admission and enrolment applications
- terms of admission and enrolment
- variation of the terms of a student's enrolment
- denial or limitation of benefits normally resulting from enrolment
- exclusion or suspension of students
- assessment and examination
- access to resources and facilities
- treatment of a student in regard to training or instruction.

In accordance with the relevant law, Ormiston College prohibits unlawful discrimination against employees undertaking all categories of work, whether it be full-time, part-time, permanent, fixed-term, casual, work experience, vocational placement or voluntary, and in every aspect of work, including:

- recruitment
- terms and conditions
- training
- promotion
- termination of employment.

EXEMPTION

Ormiston College is an independent, co-educational, non-denominational Christian school, and as such, enrolment preference is given to students with Christian background.

DEFINITIONS

Direct Discrimination: Direct discrimination on the basis of an attribute happens if a person treats, or proposes to treat, a person with an attribute less favourably than another person without the attribute is or would be treated in circumstances that are the same or not materially different.

Indirect Discrimination: Indirect discrimination on the basis of an attribute happens if a person imposes, or proposes to impose, a term –

- with which a person with an attribute does not or is not able to comply
- with which a higher proportion of people without the attribute comply or are able to comply
- that is not reasonable.

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The Act prohibits discrimination on the basis of the following attributes:

- Sex
- Age
- Race
- Impairment (disability)
- Relationship status
- Pregnancy
- Parental status
- Lawful sexual activity
- Gender identity
- Sexuality
- Intersex status
- Breastfeeding
- Family responsibilities
- Religious belief or religious activity
- Political belief or activity
- Trade union activity
- Association with, or relation to, a person identified on the basis of a prohibited attribute

Federal anti-discrimination legislation prohibits discrimination on the basis of criminal record, medical record or social origin.

RESPONSIBILITIES

School Responsibilities

The legislation establishes a legal responsibility on Ormiston College to provide workplaces free from discrimination.

Ormiston College takes reasonable steps to prevent unlawful discrimination in the school, as follows:

- Develop and implement an Anti-Discrimination Policy to assist in preventing any instances of discrimination.
- Educate and train relevant employees to assist in preventing any instances of discrimination and to appropriately respond to any instances of discrimination.
- Establish appropriate grievance and complaints procedures via the Ormiston College Complaints Handling Policy to appropriately respond to any instances of discrimination.
- Remove any discriminatory or offensive materials, rules and practices to assist in preventing any instances of discrimination.
- Encourage employees and students to contribute to a healthy workplace culture to assist in preventing any instances of discrimination.

Employee Responsibilities

All employees contribute to maintaining a discrimination free and inclusive school, and a healthy school culture.

All employees at Ormiston College have a responsibility not to engage in discriminatory conduct and to uphold the school's policy.

Employees have an obligation to model appropriate behaviour; promote this policy; treat all complaints seriously and attend to them promptly under the Complaints Handling Policy; monitor the school environment; and seek support for complex or serious matters.

If employees believe that this type of behaviour is occurring in the school, they should make a complaint under the Complaints Handling Policy.

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Student and Parent Responsibilities

All students and parents contribute to maintaining a discrimination free and inclusive school, and a healthy school culture.

All student and parents at Ormiston College have a responsibility not to engage in discriminatory conduct and to uphold the school's policy.

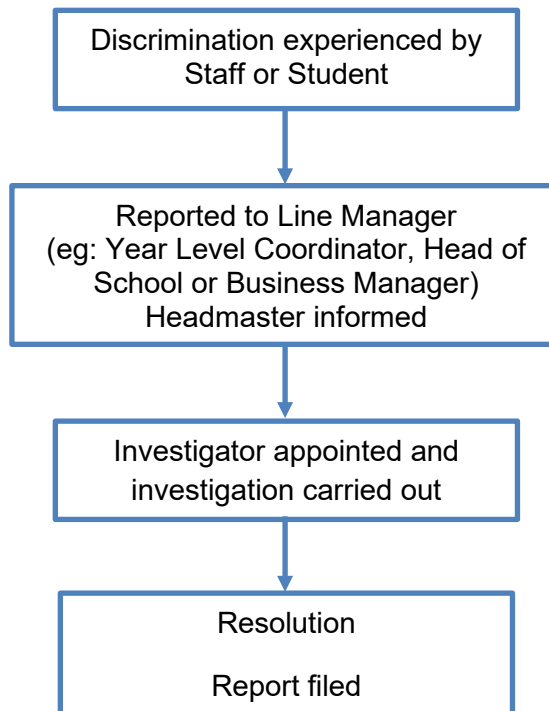
If students or employees believe that this type of behaviour is occurring in the school, they should make a complaint under the Complaints Handling Policy.

IMPLEMENTATION

Ormiston College is committed to taking reasonable steps to prevent unlawful discrimination, including the following:

- Awareness – regularly raise awareness of discrimination, including by the development and implementation of an Anti-Discrimination Policy, and via the clear support and promotion of the policy by the College's Board and Executive Management Team.
- Training – regularly educate and train employees on how to prevent and manage discrimination.
- Dispute resolution – upkeep of Complaints Handling Policy and Procedures.
- Record keeping, monitoring, reporting – keep appropriate records, monitor and report on discrimination issues.
- Culture – removal of any discriminatory or offensive materials, rules and practices, and encouragement of employees to contribute to a healthy school culture.

Flowchart of Action



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COMPLIANCE AND MONITORING

Ormiston College will monitor the Complaints Register and other related registers and data (for example student behaviour incidents) to identify any patterns in discriminatory behaviour and implement appropriate improvement measures.

Suggestions of non-compliance with this Policy and any related processes may be submitted as complaints under the Complaints Handling Policy.

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