

## Rationale

All students and staff deserve, and have a right, to be provided with equal opportunities to succeed in all aspects of College life. This requires that students and staff are not discriminated against (directly or indirectly) on the grounds of personal characteristics such as age, disability, gender identity, physical features, race, religious belief, sex or sexual orientation.

## Aims

To ensure that the College community works collaboratively to build a 'culture' where human rights and dignity are respected, and in doing so, the diversity of staff and students are respected. Every student and staff member of the College is encouraged to achieve their potential.

## Definitions

*Personal attribute:* a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

*Direct discrimination:* unfavourable treatment because of a person's protected attribute.

*Indirect discrimination:* imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

*Sexual harassment:* unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

*Disability harassment:* humiliating comments or actions about a person's disability.

*Vilification:* conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

*Victimisation:* subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

## Implementation

### 1. General

- 1.1. Our College values diversity and strives to ensure that all students and staff receive equal status and equal opportunities to achieve their full potential.
- 1.2. Non-discriminatory language will be used within the College.
- 1.3. Achievements of all students and staff will receive public recognition where appropriate.
- 1.4. The student uniform policy will provide all students with safe and comfortable uniform options.

- 1.5. Our College leaders, including the principal, actively promote equal opportunities.
- 1.6. Information on how to prevent discrimination, harassment, bullying, vilification or victimisation, and where to seek help if these behaviours occur is made available to staff, students and families through various forms.

## **2. Students**

- 2.1. All students will be treated with respect.
- 2.2. The College will incorporate Respectful Relationships education into their curriculum.
- 2.3. Appropriate anti-discrimination professional development will be provided for all staff.
- 2.4. Curriculum delivery will lead to equitable outcomes by enhancing student capacity to participate in all aspects of the College.
- 2.5. Our curriculum and practices will challenge stereotypical gender views, including historically discriminatory values, attitudes and roles.
- 2.6. Classes will operate in a manner that provides equal opportunities for all.

## **3. Staff**

- 3.1. All staff will be treated with respect.
- 3.2. All staff will have equal opportunity for promotion and will be judged on their merits.
- 3.3. Processes are in place for complaints to be addressed and resolved in a fair and consistent manner.
- 3.4. All staff are accountable for maintaining equal opportunity standards.
- 3.5. The College regularly reviews communications materials (including College website, College newsletter, enrolment and parent information materials) to ensure there is equal opportunity.

## **Reasonable adjustments for students with disabilities**

Hazel Glen College also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. Our school may consult through Student Support Group processes and in other less formal ways.

## **Related Policies / Documents**

Respectful Relationships – Department of Education and Training

<https://www.education.vic.gov.au/about/programs/Pages/respectfulrelationships.aspx>

Grievances Policy

Uniform Policy

Student Wellbeing Policy

Bullying Policy

## **Evaluation**

This policy was created in Term 3 of 2017

This policy will be reviewed as part of the College's review cycle