

EQUAL OPPORTUNITY

RATIONALE

- The Victorian Equal Opportunity Act (1995) 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
- 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.

PURPOSE

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

GUIDING PRINCIPLES

1. Our school values diversity and provides equal opportunity for all.
2. A staff member will be appointed as the Equal Opportunity representative at our school.
3. This policy is to be read in conjunction with the Access and Equity and Code of Conduct policies of the school.
4. The school's position as an Equal Opportunity employer and workplace will be communicated to the wider community via the newsletter.
5. The school's policies and practices will be regularly reviewed to ensure consistency with the Victorian Equal Opportunity Act (1995) and The Racial and Religious Tolerance Act (2001).
6. All staff members will be reminded of their rights and responsibilities in relation to the Acts cited above.
7. Any complaints can be lodged with the Equal Opportunity representative, Principal, Regional Director, Merit Protection Boards, or Equal Opportunity Commission.
8. All complaints will be investigated promptly, confidentially, and with impartiality. All complaints will be managed in a manner consistent with the Raising Concerns and Complaints Policy.
9. The School Council president will be informed of all Equal Opportunity concerns, on a confidential basis.

This policy should be read in conjunction with DEECD document 'Equal Opportunity Guidelines for Victorian Schools' which can be found at:

<http://www.education.vic.gov.au/hrweb>

REVIEW

This policy is to be reviewed in 2014