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## Cranbourne West Primary School **ANTI-DISCRIMINATION POLICY**

### **RATIONALE:**

- Discrimination in any form is unacceptable. This includes those based on:
  - Race
  - Ethnicity
  - Gender
  - Age
  - Physical features
  - Disability
  - Sexuality
  - Religious belief
  - Political belief
  - Marital status, parental status, carer status, family responsibilities, pregnancy
  - Sexual orientation
  - Industrial activity
  - Employment activity
- As an educational institution and as an employer, Cranbourne West Primary School is committed to providing an environment for effective work and study, free from unlawful and unacceptable discrimination and harassment.

### **Relevant Laws pertaining to Discrimination and Harassment:**

#### **Commonwealth Laws:**

- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Human Rights and Equal Opportunity Commission Act 1986
- Disability Discrimination Act 1992
- Workplace Relations Act 1996
- Equal Opportunity for Women in the Workplace Act 1999

#### **Victorian State Laws:**

- Equal Opportunity Act 2010
- Racial and Religious Tolerance Act 2001
- Charter of Human Rights and Responsibilities Act 2006

#### **Cranbourne West Primary School Related Policies:**

- Anti – Harassment and Bullying Policy
- Complaints Resolution Policy
- Equal Opportunity Policy
- Sexual Harassment Policy

### **GENERAL STATEMENT:**

- Discrimination refers to any behaviour or practice based upon an assumption that one group is superior to another, any behaviour that disadvantages people on the basis of the real or perceived membership of a particular group, and includes behaviour such as less favourable treatment, unfair exclusion, and asking discriminatory questions.

- This policy aims to provide a fair and supportive environment free from all forms of discrimination, discriminatory practice and beliefs, that promotes personal respect, values diversity, and provides physical and emotional safety.

### **IMPLEMENTATION GUIDELINES:**

- All staff will be made aware of the legislative requirements relating to discrimination.
- All staff will complete DET online Workplace Discrimination Harassment and Bullying course.
- Professional development relating to discrimination will be provided for all staff, who in turn will model and practise appropriate non-discriminatory behaviour.
- Staff, students and members of the school community will be familiar with the school's approach to anti-discrimination and will be provided with information relating to their rights and responsibilities.
- Our school 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.
- All decision-making processes will be open to scrutiny, with processes for appealing decisions and for regularly reviewing processes to be adopted.
- Equal Opportunity posters to be prominently displayed and relevant pamphlets readily accessible.
- Reports and complaints of harassment, bullying and discrimination will be treated seriously and investigated promptly and documented in a thorough and confidential manner ensuring complainants and witnesses are not victimised [Refer to the Complaints Resolution Policy]
- Unresolved school-level issues may be referred by the principal, or either party involved, to the appropriate authorities.
- The rights and sensitivities of all individuals will be protected.
- School Council will communicate in plain language, avoiding unnecessary jargon, and also use other means of reaching parents with literacy difficulties such as open meetings, assemblies etc.
- 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.

### **EVALUATION:**

- This policy will be reviewed on a cyclic basis in consultation with members of the Welfare and Discipline Committee, the Equal Opportunity representative, the Staff Health and Wellbeing Committee and any other interested staff or members of the School Community.