



ANTI-DISCRIMINATION POLICY

Definition:

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.

Rationale:

Discrimination in any form is unacceptable. 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 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:

- All staff will be made aware of the legislative requirements relating to discrimination
- All staff will complete DEECD online Workplace Discrimination & Sexual Harassment training
- Professional development relating to discrimination will be provided for all staff, who in turn will model and practice 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
- Kambrya 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
- 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 pamphlets readily accessible
- All claims of discrimination will be treated confidentially, documented promptly and constructively addressed
- 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
- Kambrya College will communicate in plain language, avoid 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 was originally formed, and will be reviewed in consultation with all members of the wider community as part of the college's three-year review cycle.

This policy was last ratified by College Council in **October 2007**