



EQUAL OPPORTUNITY POLICY

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.

Aim:

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

Implementation:

- Kambrya College values diversity and provides equal opportunity for all
- A staff member will be appointed as the Equal Opportunity representative at our school, and will be provided with professional development appropriate to the role
- It is desirable for all staff to be Merit & Equity trained
- This policy is to be read in conjunction with the Sexual Harassment policy of Kambrya College
- Kambrya College's position as an Equal Opportunity employer and workplace, will be communicated to the wider community via the web page
- Kambrya College's policies and practices will be regularly reviewed to ensure consistency with the Victorian Equal Opportunity Act (1995)
- All staff members will be made aware via the induction process of this policy, and will be reminded of their rights and responsibilities in relation to the Victorian Equal Opportunity Act (1995)
- Any complaints can be lodged with the Equal Opportunity representative, Principal, Regional Director, Merit Protection Boards, or Equal Opportunity Commission
- All complaints will be investigated promptly, confidentially, and with impartiality. All complaints will be managed in a manner consistent with the Code of Conduct for Victorian Public Sector Employees handbook

Evaluation:

This policy will be reviewed as part of the school's three year review cycle.

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