

EQUAL OPPORTUNITY AND SEXUAL HARASSMENT POLICY

RATIONALE

Equal Opportunity is the basic right of all members of the school community to allow full participation in school life. This includes equal access to resources and support systems of the school, regardless of gender, cultural heritage or socio-economic background.

The function of the school is enhanced as the contributions of persons from diverse cultures and backgrounds are understood, valued and encouraged. Under Victoria's Equal Opportunity Act 2010, it is unlawful to discriminate on the basis of age, disability, industrial activity, lawful sexual activity/sexual orientation, 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 to sexually harass another. It is against the law for teachers or other staff to sexually harass students; students to sexually harass teachers or other staff; students to sexually harass other students. It is against the law to sexually harass job applicants; employees; contract workers; employers.

PURPOSE

- ◆ To ensure that all policies and programs within the College:
 - Are gender-inclusive in language and content
 - Reflect the values and needs of a range of socio-economic groups
 - Cater for students with special needs
 - Take full advantage of the diversity of cultures and backgrounds available to enhance learning outcomes.
- ◆ To ensure teaching methodology and language used by staff, and the curriculum content, take account of the educational needs and entitlements of girls.
- ◆ To foster better tolerance and understanding between cultural groups in order to create a harmonious school environment.
- ◆ To provide a supportive school environment so as:
 - ◆ to promote a whole school environment free of sexual harassment
 - ◆ To develop a whole school environment free from intimidation, harassment and discrimination

GUIDELINES

- ◆ All DLT Leaders are to evaluate their programs and resources to ensure that they comply with Equal Opportunity Guidelines
- ◆ All staff will regularly review their workplace conduct to ensure inclusiveness
- ◆ The content of the curriculum will be reviewed by DLT Leaders to ensure that it expresses a wide range of cultural perspectives
- ◆ Staff will observe procedures set up in the College for dealing with complaints on any unlawful harassment or discrimination
- ◆ The College will actively promote awareness of Equal Opportunity issues with all members of the College community
- ◆ An annual professional development activity will be conducted in order to raise and maintain staff awareness of issues in this policy
- ◆ Procedures and other information pertaining to this policy will be included in the staff handbook, the College planner, issues of Parent Newsletter and in the Codes of Conduct.

CORE VALUES

Diversity, excellence, teamwork, sustainability, respect, participation, curiosity, collaborative learning and questioning.