



RACIAL & RELIGIOUS TOLERANCE POLICY

RATIONALE

- Ours is a multicultural school devoted to tolerance, inclusiveness and multiculturalism. Discrimination or vilification of others on the basis of racial or religious intolerance is in direct opposition to the values of our school, and is an illegal practice, which will not be tolerated.

AIMS

- To provide a workplace free of racial or religious vilification.

IMPLEMENTATION

- Our school and community are committed to the values of tolerance, inclusiveness and diversity.
- We do not tolerate vilification on the ground of race or religious belief or practice.
- 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.
- The rights and responsibilities of students regarding vilification will be set out in the school's Student Code of Conduct.
- All students will be made aware of their rights and responsibilities, and complaints will be handled in a manner consistent with the Student Code of Conduct.
- The rights and responsibilities of staff regarding vilification will be set out in the school's Staff Code of Practice.
- All staff will be made aware of, and provided with access to information relating to the Racial and Religious Tolerance Act 2001. Complaints made against staff will be dealt with in a manner consistent with the usual DE&T complaints processes for school-based staff.
- All staff will undertake workplace discrimination and sexual harassment online training.
- The school curriculum will be free of racist content but will discuss and analyse instances of racism, effects of racism, advantages of multiculturalism and inclusiveness, and will assist students to further develop attitudes and skills that denounce, challenge and report racial or religious vilification.
- Multiculturalism and religious diversity will be celebrated in our school community, particularly during Harmony week. Whole school multicultural days will showcase our various community cultures.
- The School Council president will be informed of all reported incidents of racial or religious vilification as a matter of urgency.

EVALUATION

- This policy will be reviewed in line with best practice, new legislation and DET guidelines.

REVIEW CYCLE

- This policy was last updated in **August 2019** and is scheduled for review in **August 2022**.

Endorsed by School Council in September 2019.