



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.
- Further more, the Act prohibits direct and indirect discrimination, makes it unlawful to sexually harass a person (includes students), promotes equality of opportunity between persons of different sex, age, marital status, race and other specified attributes, and provides redress for those who have been subject to discrimination

AIMS

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

IMPLEMENTATION

- Our school values diversity and provides equal opportunity for all.
- Some staff are Merit and Equity trained.
- This policy is to be read in conjunction with the Managing Diversity and Sexual Harassment policies of the school.
- The school's position as an Equal Opportunity employer and workplace will be communicated to the wider community via the newsletter.
- The school's policies and practices will be regularly reviewed to ensure consistency with the Victorian Equal Opportunity Act (1995).
- All staff members will be provided with a copy of this policy, and will be reminded of their rights and responsibilities in relation to the Victorian Equal Opportunity Act (1995).
- 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.
- 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 Department of Education's 'Local Complaints Resolution Procedures' handbook.
- The School Council president will be informed of all Equal Opportunity concerns, on a confidential basis.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in staff manual
- Hard copy available from the school office upon request

EVALUATION

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	November 2022
Consultation	Leadership School Council
Approved	November 2022
Next scheduled review date	November 2025