

**DANDENONG HIGH SCHOOL**

**EQUAL OPPORTUNITY POLICY**

**Preamble**

Dandenong High School aims to provide a welcoming, supportive, emotionally and physically secure learning and working environment for every member of school community and is committed to the principles of diversity, merit and equity. All staff have the right to expect to be treated fairly, according to their ability to carry out stated requirements of positions, and not according to factors such as gender, race, physical features, religious belief, disability, political belief or activity, sexual orientation, parental/carer or marital status, parental responsibilities etc. students also have access to these rights.

Dandenong High School recognises and promotes human rights and values the diversity of culture, beliefs, practices, customs, physical and intellectual abilities and life experience of the whole school community. Dandenong High School is enriched by people of many backgrounds and lifestyle choices.

**Our Commitment**

Dandenong High School aims to create an inclusive school culture that fosters acceptance and respect for diversity. In doing so, we seek to deepen understanding and knowledge, promote student and staff wellbeing and help everyone achieve their full potential. This school is enriched by and celebrates the diversity of our whole school community.

That is why discrimination, harassment, vilification, bullying and victimisation will not be tolerated at Dandenong High School under any circumstances.

Dandenong High School is committed to ensuring that the working environment is free from discrimination, harassment, bullying, vilification and victimisation.

This school acknowledges that in society some people are treated unfairly or unfavourably because of irrelevant personal characteristics such as their sex or race. This school supports the Charter of Human Rights and the Equal Opportunity Act 2010 {Vic} which says that it is against the law to discriminate against anyone, including students, school staff and parents.

**Scope of Policy**

This Policy applies to staff, students, parents, carers, volunteers, clients, consultants, contractors, visitors and other school community members. It applies to all campuses, camps, excursions and school functions.

**Purpose**

* To promote recognition of everyone’s right to equality and opportunity
* To develop and sustain a workplace culture in which policies, practices and services are adapted to the needs of a diverse and evolving school community
* To ensure the workplace is free from policies and practices that discriminate unlawfully against staff, students or other members of the school community
* To ensure that staff and students are able to access a fair and efficient grievance process that addresses concerns in the area of equal opportunity and which protects individuals from victimisation
* To foster respect for individual differences, where all members of the school community are entitled to dignity and courtesy

**Implementation**

* Discrimination, bullying and harassment will not be tolerated in this school. A grievance process is available to school members who believe that a breach of the school’s policy has taken place
* The school has an appointed person in charge of Equal Opportunity
* The Equal Opportunity Coordinator is to be provided with professional development appropriate to the role
* The Equal Opportunity Coordinator is responsible for organising for the inservicing staff on relevant matters and for promoting the principles of Equal Opportunity to staff, students and parents as required
* A grievance process is developed for matters related to Equal Opportunity for:

a] staff b] students c] parents

* This process is publicised via newsletter and other publications

**References [State Legislation & Relevant Government Guidelines**

This Policy should be read in conjunction with the accompanying References:

* Equal Opportunity Act 2010 [VIC]
* Equal Opportunity Act Resources Kit – Southern Metropolitan Region
* Racial & Religious Tolerance Act 2002 [VIC]
* Racial & Religious Hatred Act 2006
* Racial & Religious Vilification Act
* Occupational Health & Safety Act 2004 [VIC] Part 1, Section 5 [1] “Psychological Health’
* Victorian Government Schools Agreement 2013 Page 4, Commitments [2], [4], [5]

& Industrial Relations Principles [1], [2]

* Softweb, DEECD Human Resource Management, sub-section “Diversity and Equity”
* Workplace Violence & Bullying, WorkSafe Vic Booklet
* Prevention of Bullying & Violence at Work – Guidance note, WorkSafe Victoria booklet
* Ideas for Human Rights Education [Knowledge Skills Victoria] DEECD 2005

**Commonweatlh Legislation and other National Resources**

* Racial Discrimination Act 1975 [Commonwealth]
* Sex Discrimination Act 1984 [Commonwealth]
* Human Rights & Equal Opportunity Act 1986 [Commonwealth]
* Disability Discrimination Act 1992 [Commonwealth]
* Workplace Relations Act 2006 [Commonwealth]
* Age Discrimination Act 2004 [Commonwealth]
* Safe Workplaces, AEU Leaflet

**Evaluation: This Policy will be reviewed every 3 years**

**SCHOOL COUNCIL ENDORSEMENT DATE:**  **18th November 2014**