



# ANTI-DISCRIMINATION

## POLICY

### Definition:

- Discrimination refers to any behaviour or practice based upon an assumption that one group is superior to another, any behaviour that disadvantages people on the basis of the real or perceived membership of a particular group, and includes behaviour such as less favourable treatment, unfair exclusion, and asking discriminatory questions.

### Rationale:

- Public schools are inclusive environments, where diversity is affirmed and celebrated, and individual differences are respected.
- Discrimination in any form is unacceptable. The School has a responsibility to provide teaching and learning environments that are free from discrimination in all forms, including those based on race, ethnicity, gender, ability, disability, sexuality and religion.

### Aims:

- To practise inclusive teaching and strategies which recognise and value the backgrounds, cultures and qualities of all students and promote an open, tolerant and positive attitude towards other people.
- To provide a fair and supportive environment free from all forms of discrimination, discriminatory practice and beliefs, that promotes personal respect, values diversity, and provides physical and emotional safety.

### Implementation:

- All staff will be made aware of the legislative requirements relating to discrimination.
- All staff will complete Workplace Discrimination & Sexual Harassment training.
- Professional development relating to discrimination will be provided for all staff, who in turn will model and practice appropriate non-discriminatory behaviour.
- Staff, students and members of the school community will be familiar with the school's approach to anti-discrimination and will be provided with information relating to their rights and responsibilities.
- Our school will ensure that all groups who are affected by decision-making outcomes are consulted, their input will be treated fairly, and decision-making processes and outcomes will be meritorious and free from discrimination.
- All decision-making processes will be open to scrutiny, with processes for appealing decisions and for regularly reviewing processes to be adopted.
- Equal Opportunity posters to be prominently displayed and available pamphlets readily accessible.
- All claims of discrimination will be treated confidentially, documented, and promptly and constructively addressed.
- Unresolved school-level issues may be referred by the principal, or either party involved, to the appropriate authorities.
- The rights and sensitivities of all individuals will be protected.
- Curriculum content will be free of discriminatory content, but will analyse the effects of discrimination and assist students to develop attitudes and skills that discourage, challenge and report discriminatory practices.

### Evaluation:

- This policy was originally formed, and will be reviewed in consultation with all members of the wider community as part of the school's review cycle.

This policy was last ratified in .....

June 2007

References: NSW Anti-Discrimination Act (1977)

NSW Disability Discrimination Act 1992 (Disability Standards for Education 2005)

NSW DET "Anti-Racism Policy" DIN PD/2005/0235/V01

NSW DET "Cultural Diversity and Community Relations Policy" DIN PD/2005/0234/V01