

	<p><u>Carlton Gardens Primary</u> <u>School</u></p> <p><u>Anti-Discrimination Policy</u></p>	<p>Authorisation Date: 2011</p> <p>Review Date: June 2014</p>
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Rationale

Discrimination in any form is unacceptable. All staff employed at Carlton Gardens PS 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.

What is Discrimination?

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.

Carlton Gardens Primary School Council aims 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.

Examples of discrimination

Discrimination may involve, but is not confined to, the following:

- 'Jokes' or comments about another workers racial or ethnic background, sex, sexual preference, age, disability or physical appearance.
- Displaying pictures or posters which are offensive or derogatory, expressing negative stereotypes of particular groups.
- Judging someone on their beliefs, origins, appearance, sex rather than their work performance.
- Undermining a person's authority or work performance because you dislike one or some of their personal characteristics.

All employees have a responsibility to:

- Report any form of discrimination observed within the workplace.
- Offer support to victims by directing them to the most appropriate channel for help.
- Maintain confidentiality of all matters relating to a complaint.

Implementation

- School Council will do all that is reasonable to prevent discrimination from occurring at the workplace or work related environment.
- All staff will be made aware of the legislative requirements relating to discrimination.
- All DEECD staff will complete online 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 employees are treated on their merits without regard to race, age, sex, marital status, sexual preference, disability, religion or political conviction.
- Should an incident occur: if possible, the victim should tell the offender of their objection to the behaviour and that they don't want it repeated. If the matter cannot be resolved, the

victim should record what took place, who was involved, where the incident(s) occurred, witnesses, and other observations in a letter and give it to the principal as soon as possible.

- The rights and sensitivities of all individuals will be protected.
- Appropriate action will be taken against any staff member, including a member of the Principal Class, who behaves in a discriminative manner towards another person, or any person who is found to make malicious, frivolous or vexatious complaints. Appropriate action may include disciplinary action and or dismissal. Normal Department of Education and Early Childhood Development complaints resolution procedures apply, as does the right for an employee to lodge a grievance or request a review of a decision.
- All claims of discrimination will be treated confidentially, documented, and promptly and constructively addressed. Information and support will be provided to complainants and advice on available options.
- School Council will not tolerate any victimisation or reprisals for making complaints.
- Unresolved school-level issues may be referred by the principal, or either party involved, to the appropriate authorities.
- 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.
- School Council will not tolerate any misuse of this policy.

References

- [Australia's Human Rights Framework](#)
- [National Human Rights Consultation Report](#)
- [Universal Periodic Review](#)

Legislation

- [Disability \(Access to Premises - Buildings\) Standards 2010](#)
- [Age Discrimination Act 2004](#)
- [Disability Standards for Education 2005](#)
- [Disability Standards for Accessible Public Transport 2002](#)
- [Disability Discrimination Act 1992](#)
- [Australian Human Rights Commission Act 1986](#)
- [Human Rights \(Sexual Conduct\) Act 1994](#)
- [Racial Discrimination Act 1975](#)
- [Sex Discrimination Act 1984](#)