

INCLUSION AND DIVERSITY POLICY

Includes Equal Opportunity and Sexual Harassment



Help for non-English speakers

If you need help to understand the information in this policy, please contact Statewide Vision Resource Centre

This Statewide Vision Resource Centre policy is available in braille hard copy and etext format from our administration upon request.

PURPOSE

The purpose of this policy is to explain Statewide Vision Resource Centre's commitment to making sure every member of our community, regardless of their background or personal attributes, is treated with respect and dignity. This policy should be read alongside the following Department of Education policies:

- Equal Opportunity and Human Rights - Students
- For staff, the Respectful Workplaces policies (including Equal Opportunity and Anti-Discrimination, Sexual Harassment and Workplace Bullying) as these whole of Department policies apply to all staff at Statewide Vision Resource Centre.

DEFINITIONS

Personal attribute: a personal characteristic that is protected by State or Commonwealth antidiscrimination legislation. These include race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

Direct discrimination: unfavourable treatment because of a person's protected attribute.

Indirect discrimination: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

Sexual harassment: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated, or intimidated. It may be physical, verbal, visual or written.

Disability harassment: an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate, or distress the person.

Vilification: conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) have made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

POLICY

Inclusion and diversity

Statewide Vision Resource Centre strives to provide a safe, inclusive, and supportive environment which values the human rights of all students and staff. Statewide Vision Resource Centre is committed to creating a community where all members of our community are welcomed, accepted, and treated equitably and with respect regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability, or sexual orientation so that they can participate, achieve, and thrive at school.

Statewide Vision Resource Centre acknowledges and celebrates the diversity of backgrounds and experiences in our community, and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Statewide Vision Resource Centre, we value the human rights of every student, and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Statewide Vision Resource Centre will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and activities (e.g., schools sports, concerts,) on the same basis as their peers
- acknowledge and respond to the diverse needs, identities, and strengths of all students
- encourage empathy and fairness towards others
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement, and wellbeing outcomes for students
- respond to complaints and allegations appropriately and ensure that students are not victimised
- Include the young person and family/carer representatives in any formulation of centre management plans for gender diverse students.

Bullying, unlawful discrimination, harassment, vilification, and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Statewide Vision Resource Centre. We will take appropriate measures, consistent with our Student Wellbeing and Engagement and Bullying policies to respond to students who demonstrate these behaviours at our centre.

Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Reasonable adjustments for students with disabilities

Statewide Vision Resource Centre also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. Our centre may consult through Student Support Group processes and in other less formal ways. For more information about support available for students with disabilities and communicating with us in relation to a student’s disability, please refer to our Student Wellbeing and Engagement policy or contact a member of the centre’s Principal Class team for further information.

COMMUNICATION

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

- Available publicly on our website
- Included in our SharePoint available to all staff
- Included in staff induction processes and staff training
- Hard copy available from administration upon request

RELATED POLICIES AND RESOURCES

Our Student Wellbeing and Engagement, Statement of Values and Bullying Prevention policies.

For staff, please see the Department’s Equal Opportunity and Anti-Discrimination Policy, Sexual Harassment Policy and Workplace Bullying Policy which apply to all staff working at our school.

Other relevant Department policies and resources on the Department’s Policy and Advisory Library are:

- Equal Opportunity and Human Rights - Students
- Students with Disability
- Koorie Education
- Teaching Aboriginal and Torres Strait Islander Culture
- Safe Schools
- Supports and Services
- Program for Students with Disabilities

POLICY REVIEW AND APPROVAL

Policy last reviewed	Approved by	Next scheduled review date
December 2022	Principal	December 2024