

ST EUPHEMIA COLLEGE

K-12



ANTIDISCRIMINATION POLICY

2014

1. Policy Statement

This Policy commits St Euphemia College to the elimination of all forms of discrimination and applies to all employees and students.

2. Applicability

This Policy applies to employees, volunteers, parents, caregivers, students and people visiting the school site.

3. Context/Rationale

St Euphemia College promotes antidiscrimination in the workplace. It is the policy of the School to maintain a learning environment that is free from harassment, bullying, and discrimination. This includes, but is not limited to, harassment, bullying, discrimination, vilification and victimisation based on an individual's real or perceived race, colour, gender, religion, creed, political belief, age, national origin, language differences, sexual orientation, marital status, gender identity/expression, socioeconomic status or disability.

It shall be a violation of this Policy for any student, teacher, administrator, or other school personnel to discriminate against any person based upon any of the differences listed above. It shall also be a violation of this Policy for any teacher, administrator or other School personnel to tolerate discrimination of any person by a student, teacher, administrator, other School personnel, or by any third parties subject to supervision and control of the School.

St Euphemia College believes in the dignity of all individuals in the workplace. To this end, the Board will ensure that all applicants for employment and all employees are employed, assigned, supervised, promoted, compensated, and terminated in full compliance with state and federal equal opportunity statutes. No applicant for employment or current employee will experience discrimination based on race, creed, colour, religion, national origin, gender, age, marital status, physical handicap, sexual orientation or disability.

It is the aim of our School 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.

4. Roles and Responsibilities

Eradicating discrimination in learning and working environments and challenging the attitudes that allow them to emerge, is the shared responsibility of all members of the St Euphemia College community.

Responsibility of the Principal/DA/Board of Governors

The Principal/DA/Board of Governors is expected to:

- be responsible for ensuring that the policy and procedures relating to antidiscrimination are implemented and that appropriate support and information are provided to facilitate their effective implementation
- follow the antidiscrimination direction from the Board of Governors relating to the employment and supervision of School staff.

Responsibility of Staff

The Staff are expected to:

- contribute to the eradication of discrimination
- monitor their own behaviour to ensure that they do not engage in discriminatory practices
- support students to develop an understanding of discrimination and the impact on individuals and the broader community
- ensure that curriculum content and teaching practices support this Policy
- help students to develop competencies to challenge discriminatory attitudes and behaviours in themselves and others
- ensure that claims of discrimination and harassment are managed quickly and appropriately
- use procedural fairness when dealing with incidences including verification of information from all parties.
- record any incidents.

Responsibility of the Parents and Caregivers

The Parents and Caregivers are expected to:

- support the School's Antidiscrimination Policy

Responsibility of Students

The Students are expected to:

- understand and practise their rights and respect the rights of others to be free from discrimination
- be aware of and use the appropriate procedures for reporting incidents of discrimination.

5. Monitoring, Evaluation and Reporting Requirements

Any reports of discrimination, harassment, vilification and/or victimisation will be treated seriously and investigated promptly, confidentially and impartially in accordance with St Euphemia's Complaints Handling Procedures.

6. Policy Review

This policy will be reviewed and updated as necessary.