



GLADESVILLE PRIMARY SCHOOL No 5066

EQUAL OPPORTUNITY POLICY

Rationale:

- The Victorian Equal Opportunity Act (1995) makes it unlawful to discriminate against a person on the basis of the following attributes:- age, disability, industrial activity, lawful sexual activity, sexual orientation, gender identity, marital, parental or carer status, physical features, political beliefs or activity, pregnancy, race, religious belief or activity, sex, personal association (with a person who is identified by reference to any of the above attributes) or breastfeeding.

Aims:

- To provide a working environment that does not tolerate unlawful discrimination and provides equal opportunity for all.
- To promote a school that values diversity and provides equal opportunity for all.

Implementation:

- A staff member will be appointed as the Equal Opportunity representative at our school, and will be provided with professional development appropriate to the role.
- Staff will have the opportunity to be Merit & Equity trained.
- The school's policies and practices will be regularly reviewed to ensure consistency with the Victorian Equal Opportunity Act (1995).
- All staff members will be provided with a copy of this policy, and will be reminded of their rights and responsibilities in relation to the Victorian Equal Opportunity Act (1995).
- Any complaints can be lodged with the Equal Opportunity representative, Principal, Regional Director, Merit Protection Boards, or Equal Opportunity Commission.
- The staff will model and encourage tolerance and understanding.
- All students should have equal access to physical resources, teacher time and all areas of learning.
- All complaints will be investigated promptly, confidentially, and with impartiality. All complaints will be managed in a manner consistent with DEECD's 'Local Complaints Resolution Procedures' handbook.

Evaluation:

- This policy will be evaluated in line with School Council cyclical review of policy documents and school and DEECD priorities.

This policy was last ratified by School Council in June 2013.