

IVANHOE PRIMARY SCHOOL

EQUAL OPPORTUNITY/ ANTI -HARASSMENT POLICY

At Ivanhoe Primary School we aim to give everyone a fair go.

Rationale

It is the right of all members of the school community to operate in an environment free from discrimination and harassment. The Equal Opportunity Act (1995) makes it unlawful to:

- **discriminate** against a person on the basis of age, sex, disability, marital or parental and carer status, religious or political conviction, race or nationality, physical features, industrial activity, pregnancy or breastfeeding, sexual orientation or gender identity.
- **harass** and make unwelcome and uninitiated intrusions into a person's sense of security and well-being.
- **harass and/or discriminate** in a direct or indirect manner.

Purpose

- To create and foster an environment where all individuals are valued, treated with care, courtesy and respect.
- To provide everyone with equal opportunities.

Guidelines

- Employers and employees will be encouraged to maintain a workplace free from all behaviours, which could be identified as demonstrating discrimination and/or harassment.
- School policy, curriculum programs and resourcing will reflect Equal Opportunity practices.
- All students will have equal access to educational opportunities.
- The positive value of our culturally diverse society will be fostered.
- The values of tolerance, mutual respect and equality will be upheld at all times.
- Interaction between members of the school community and the promotion of positive role models will be encouraged.
- Instances of discrimination and/or harassment will be dealt with confidentially, impartially and promptly.
- 'Grievance Procedure' guidelines will be made available to the school community.

Implementation

Ivanhoe Primary School will:

- appoint an Equal Opportunity Representative (E.O.R.) who will be provided with appropriate professional development for the role.
- provide teaching and learning practices in accordance with the Equal Opportunity Policy.
- provide a socially and culturally supportive curriculum, which promotes positive role models and non-biased practices.
- ensure that teaching and learning practices will overtly reflect the value of our multi-cultural society.
- ensure that all students will have fair and adequate access to designated school facilities, resources and space.
- ensure communication of the Ivanhoe Primary School's Equal Opportunity Policy. This policy is available, by request, to all interested parties.
- inform the school community of the procedures to be followed when registering an 'Equal Opportunity Grievance'.
- make the 'Grievance Form' available to all members of the school community. The Principal will be responsible for the safe keeping of all 'active' and 'completed' Grievance Forms and all other relevant documentation.

Evaluation

- This policy will be reviewed as part of Ivanhoe Primary School's Education Committee's review cycle, or in response to changes in legislation.
- Community feedback for this policy will be monitored through DE&T's official parent, student and staff surveys and the general harmony and tone of the school community.

Written with reference to Ivanhoe School Curriculum Policies and

- Victorian Equal Opportunity Act (1995)
- Racial and Religious Tolerance Act (2002)

Working Party Date: July 2004

Liz Pont
Don Callahan
Jenny Wynd
Fiona McLachlan

Gayle Dorman
Mark Horsford
Jan Stewart
Gina Warburton

Heather Kelley
Christine Mc Gregor
Cheryl Hunt
Judy Henderson (Convener)