



Discrimination and Harassment Policy

Rationale

Equal opportunity is a requirement under both Victorian and Commonwealth legislation. In Victoria, the main piece of legislation which makes it unlawful to discriminate is the Equal Opportunity Act 2010 (Vic) (EO Act 2010).

St John's Catholic Parish Primary School fosters a climate of fairness, respect and safety. Diversity is not only accepted and tolerated but also welcomed, valued and celebrated. All staff, students, parents and visitors are able to participate and achieve in the full range of school programs and activities. It is expected that adults model appropriate communication as well as care and respect for each other at all times. Schools free of harassment are safe, happy and positive learning environments.

St John's rejects harassment in all its forms. It is committed to structures, policies and practices that are free from harassment and contribute positively to the culture of the school. St John's is also committed to educating employees and students about the unacceptable nature of various forms of harassment and bullying behaviours.

Aim

Every member of our school community will have the opportunity to learn, work and participate in an environment that is free from discrimination, harassment, bullying, vilification and victimisation.

Implementation

- Our school values diversity and provides equal opportunity for all.
- All members of our school community have a responsibility to uphold equal opportunity principles.
- Our leadership team will promote and model a safe and inclusive school environment which encourages equality and diversity, and responds firmly and impartially to instances of discrimination, harassment, bullying, vilification or victimisation.
- Staff members have a responsibility to not be involved in, and actively discourage instances of discrimination, harassment, bullying, vilification and



victimisation.

- Teachers have a responsibility to ensure the curriculum, its delivery and access for students to the curriculum are consistent with the principles of equal opportunity, and to help students to understand their human rights and challenge discriminatory attitudes and behaviour.
- Students have a responsibility to understand their rights and responsibilities under the school's equal opportunity policy, and to respect the rights of others.
- This policy is to be read in conjunction with the following school policies:
 - [Anti Bullying Policy](#)
 - [Complaints and Grievances Policy](#) - Staff
 - [Complaints and Grievances Policy](#) - Parents
 - [Pastoral Care Policy](#)
 - [Student Wellbeing Policy](#)
 - [Student Services Policy](#)
 - [Duty of Care Policy](#)