

Title	Discrimination and Equal Opportunity Policy		
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Document Owner	Rebecca Morse		
Directorate	EET - Employment, Education and Training		
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1 Purpose

The purpose of this policy is to provide students and the school community with equal opportunity and the same rights to education. This will involve identifying, preventing and responding to situations that could result in discrimination of any kind.

2 Scope

This policy is to be adhered to by all Communicare Academy staff, students, supporters, and external agencies.

Communicare Inc.'s *Code of Conduct Principles* and *Equal Employment Opportunity and Diversity Policy* apply to staff members and employment matters.

3 Policy

3.1 Rationale

- It is Communicare Academy's fundamental philosophy that all have a right to equal opportunity, regardless of race, gender, religion, needs, physical attributes (and all other potential areas). This is consistent with the Communicare Inc. philosophy that values equality, respect, and compassion.
- To comply with all relevant laws and legislation.
- Despite this environment, there may be instances where students, families, or staff are discriminated against and this potential should be recognised and managed.

3.2 Objectives

- To provide an environment of equal opportunity for all.
- To promptly resolve any activities that are potentially discriminating.
- To provide an environment where potential discrimination can be reported free of consequences.

We foster a school environment that includes, values, and celebrates diversity. We actively and positively support Culturally and Linguistically Diverse (CaLD) and LGBTIQ students who will always feel welcomed and respected at Communicare Academy. The Academy will always strive to provide an authentic and inclusive experience for all CaLD and LGBTIQ students where they are free to express themselves in a safe and secure setting, free from judgement and ridicule.

3.3 Policy Application

The policy as well as procedures on how to recognise and manage complaints and raise issues of concern is documented in the Academy's *Concerns, Complaints, and Disputes Policy*.

4 Responsibilities

Communicare Board/Executive	<ul style="list-style-type: none"> • Endorsing this policy. • Ensuring the elimination of harassment and victimisation. • Ensuring that thorough investigation is initiated in incidents where there is cause for investigation. • Ultimately responsible to the School Community for ensuring that all measures have been adopted by the Principal and staff, that this policy is in place. • Ultimately responsible for upholding legislation.
Principal	<ul style="list-style-type: none"> • School community awareness of zero tolerance towards all forms of discrimination and inequality • Elimination of harassment and victimization • Implementation of inclusion practices • Ensuring a written complaints procedure is established that encourages any person who is subject to unlawful discrimination or harassment to make a complaint • Ensuring the complaints procedure is well publicised to both staff and families • Ensuring that the staff professional development program includes continuing education on discrimination issues • Equality and care in employing staff and volunteers • Ensuring persons with a disability are offered the same educational opportunities as everyone else • Assuring physical access to the School for people with a disability • Empowering students to deal with and report discrimination and inequality effectively • Ensuring that thorough investigation is initiated • Removal from any conflict of interest • Ensuring Communicare Board is briefed appropriately in the event of discrimination or inequality concern.
Leadership Team	<ul style="list-style-type: none"> • Duties as delegated by the Principal • Vigilance in assisting the Principal to promote awareness of zero tolerance towards discrimination and inequality.
Staff	<ul style="list-style-type: none"> • Providing a protective environment where the risk of any form of discrimination, harassment and inequality is eliminated • Enacting their 'duty of care' responsibilities in dealing with all forms of discrimination, harassment and inequality and reporting as necessary • Empowering students to deal with and report discrimination, harassment and inequality effectively.

5 Related Documents/Legislation

EDU-POL-0002	Academy Staff Code of Conduct
	Age Discrimination Act 2004
HR-GUD-0001	Code of Conduct Principles
EDU-POL-0052	Concerns, Complaints, and Disputes Policy
	Disability Discrimination Act 1992
	Disability Standards for Education 2005
COR-POL-0058	Equal Employment Opportunity and Diversity Policy
	Fair Work Act 2009
COR-POL-0033	Grievance and Dispute Resolution Policy
	Human Rights and Equal Opportunity Commission Act 1986
	Racial Discrimination Act 1975

	Sex Discrimination Act 1984
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6 Document Governance

Prepared by:	Rebecca Morse	Head of Teaching	24/03/2022
Approved for use by:	Matthew Borgward	Principal	27/06/2023
Date endorsed by the Board (only applicable to certain policies):			
Summary of change from last revision (n/a if first time issued):	Updated to new format. Edited for clarity.		