



# *St Joseph's Catholic School*

*Queenstown*

## **ANTI-DISCRIMINATION POLICY & PROCEDURES**

### **DEFINITION**

Discrimination refers to any behaviour or practice based upon an assumption that one group is superior to another, any behaviour that disadvantages people on the basis of the real or perceived membership of a particular group, and includes behaviour such as less favourable treatment, unfair exclusion and asking discriminatory questions.

### **RATIONALE**

Discrimination in any form is unacceptable. As educators, we have a responsibility to provide teaching and learning environments that are free from discrimination in all forms, including those based on religion, race, ethnicity, gender, ability, disability and sexuality.

### **AIMS**

To provide a fair and supportive environment free from all forms of discrimination, discriminatory practices and beliefs, that promotes personal respect, that values diversity, and provides physical and emotional safety.

### **PROCEDURES**

- All staff members are to be made aware of the legislative requirements relating to discrimination.
- Professional learning relating to discrimination will be provided for all staff members, who in turn will model and practice appropriate non-discriminatory behaviour.
- Staff, students and members of the school community will be familiar with the school's approach to anti-discrimination and will be provided with information relating to their rights and responsibilities.

- Our school will ensure that all groups who are affected by decision-making outcomes are consulted, their input will be treated fairly, and decision-making processes and outcomes will be meritorious and free from discrimination.
- Decision-making processes will be open to scrutiny, with processes for appealing decisions and for regularly reviewing processes to be adopted.
- All claims of discrimination will be treated confidentially, documented and promptly and constructively addressed.
- Unresolved school-level issues may be referred by the Principal or by any party involved, to the Catholic Education Office or to the Workplace Discrimination and Harassment Contact Officers.
- The rights and sensibilities of all individuals will be protected.
- Curriculum content will be free of discriminatory content, but will analyse the effects of discrimination and assist students to develop attitudes and skills that discourage, challenge and report discriminatory practices.

*This policy will be implemented and reviewed in consultation with staff members, Board of Management and members of the school community as part of the school's review cycle.*

***Implemented: April 2005; revised July 2010***

## **REFERENCES**

Workplace Discrimination and Harassment Contact Officers: 1800 012 929

Policy and legislation to support the work of schools in responding to and providing for a safe and supportive learning environment for students includes the following:

Commonwealth Sex Discrimination Act 1984

Commonwealth Human Rights and Equal Opportunity Commission Act 1986

Commonwealth Disability Discrimination Act 1992

Commonwealth Racial Discrimination Act 1995

Tasmanian Sex Discrimination Act 1994

Tasmanian Education Act 1994

Tasmanian Children, Young Persons and their Families Act 1997

Tasmanian Anti-Discrimination Act 1998

Common Law

Criminal Law