



Carrum Primary School 3385

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Equal Opportunity Policy

Rationale:

The Victorian Equal Opportunity Act (2010) 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.

Further more, the Act prohibits direct and indirect discrimination, makes it unlawful to sexually harass a person at the institution (includes students), promotes equality of opportunity between persons of different sex, age, marital status, race and other specified attributes, and provides redress for those who have been subject to discrimination.

Aims:

To provide a working environment that does not tolerate unlawful discrimination and provides equal opportunity for all.

Implementation:

- Our school values diversity and provides equal opportunity for all.
- 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.
- Overtime, all staff will be Merit trained.
- This policy is to be read in conjunction with the Sexual Harassment policy of the school.
- The school's position as an Equal Opportunity employer and workplace will be communicated via the newsletter.
- The school's policies and practices will be regularly reviewed to ensure consistency with the Victorian Equal Opportunity Act (2010).
- 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 (2010).
- Any complaints can be lodged with the Equal Opportunity representative, Principal, Regional Director, Merit Protection Boards, or Equal Opportunity Commission.
- All complaints will be managed in a manner consistent with DEET's 'Local Complaints Resolution Procedures' handbook.

Related Policies:

Sexual Harassment Policy

Evaluation:

This policy will be reviewed as part of the school's three year review cycle.

**This policy was ratified by School Council on 16/05/2017
Due for review May 2020**