

## Gender Equity Policy

### Rationale:

- The Victorian Equal Opportunity Act (1995) 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.
- Furthermore, 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 and learning 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.
- Over time, all staff will be Merit trained.
- This policy is to be read in conjunction with the Anti-Bullying, Anti-Harassment, Respectful Workplace policies of the school.
- The school's position as an Equal Opportunity employer and workplace will be communicated to the wider community via the newsletter.
- The school's policies and practices will be regularly reviewed to ensure consistency with the Victorian Equal Opportunity Act (1995).
- 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 (1995).
- All staff will be made aware of the role that school plays as part of State and Federal initiatives against violence against women.
- The Racial and Religious Tolerance Act 2001 prohibits amongst other things, practices such as racist graffiti, speeches or posters in public places, engaging in racist or religious vilification in public places, or making offensive racist comments in publications including the internet or email.
- Any complaints can be lodged with the Equal Opportunity representative, Principal, Regional Director, Merit Protection Boards, or Equal Opportunity Commission.
- All complaints will be investigated promptly, confidentially, and with impartiality. All complaints will be managed in a manner consistent with DE&T's 'Local Complaints Resolution Procedures' handbook.
- The School Council president will be informed of all Equal Opportunity concerns, on a confidential basis.

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

This policy was last ratified by School Council in....