

Equal Opportunity & Anti-Discrimination

Policy – Equal Opportunity

Australian Christian College aims to provide a welcoming, supportive, and emotionally and physically secure learning and working environment for every member of the school community.

Australian Christian College recognises and promotes human rights, and values the diversity of culture, beliefs, practices, customs, physical and intellectual abilities and life experience of the whole school community.

Australian Christian College aims to create an inclusive school culture that fosters acceptance and respect for diversity. In doing so, we seek to deepen understanding and knowledge, promote student and staff wellbeing and help everyone achieve their full potential. This school is enriched by and celebrates the diversity of our whole school community.

That is why discrimination, harassment, vilification, bullying and victimisation will not be tolerated at Australian Christian College under any circumstances.

Policy – Anti-Discrimination

Discrimination is unacceptable at Australian Christian College.

Discrimination may be direct or indirect – both are against the law.

Direct discrimination occurs if a person treats, or proposes to treat, a person with a protected attribute covered by an equal opportunity law unfavourably because of that attribute regardless of whether the person is aware of the discrimination or considers the treatment to be unfavourable.

Indirect discrimination occurs where a person imposes, or proposes to impose, a requirement, condition or practice that has, or is likely to have, the effect of disadvantaging people with a protected attribute, and that is not reasonable.

Principles – Responding to Equal Opportunity Complaints and Anti-Discrimination Complaints

1. Australian Christian College will take action to prevent discrimination, harassment, vilification, bullying and victimisation and to promote a safe and inclusive school.
2. Australian Christian College will take immediate and appropriate action to address and resolve EO issues and complaints.
3. Australian Christian College will take action to promote human rights both in terms of school policy and practice and within its educational activities and culture.

Procedure – Equal Opportunity Complaints & Discrimination Complaints

1. In the event that there is complaint, refer to the [Complaints Management Policy](#).

Australian Christian College

Version

2.0

Review

2016 or as required