

# 408 Inclusion and Diversity Policy

## Purpose

1. The purpose of this policy is to explain Community College Gippsland and ECG Secondary College's (to be known as CCG for the purpose of this policy), commitment to making sure every member of our college community, regardless of their background or personal attributes, is treated with respect and dignity.

## Policy

### Definitions

2. **Personal attribute:** a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.
3. **Direct discrimination:** unfavourable treatment because of a person's protected attribute.
4. **Indirect discrimination:** imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.
5. **Sexual harassment:** unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated, or intimidated. It may be physical, verbal, visual or written.
6. **Disability harassment:** an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate, or distress the person.
7. **Vilification:** conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people based on their race or religion.
8. **Victimisation:** subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) have made an allegation of discrimination or harassment based on a protected attribute (or asserted their rights under relevant policies or law).

### Inclusion and diversity

9. CCG strives to provide a safe, inclusive, and supportive environment which values the human rights of all students and staff.
10. CCG is committed to creating a college community where all members are welcomed, accepted, and treated equitably and with respect, regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive.
11. CCG acknowledges and celebrates the diversity of backgrounds and experiences in our college community, and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At CCG we value the human rights of every student, and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

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12. CCG will:
- Actively nurture and promote a culture where everyone is treated with respect and dignity.
  - ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and college activities on the same basis as their peers.
  - acknowledge and respond to the diverse needs, identities and strengths of all students.
  - encourage empathy and fairness towards others.
  - challenge stereotypes that promote prejudicial and biased behaviours and practices
  - contribute to positive learning, engagement, and wellbeing outcomes for students.
  - respond to complaints and allegations appropriately and ensure that students are not victimised.
13. Bullying, unlawful discrimination, harassment, vilification, and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at CCG. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying* policies to respond to students who demonstrate these behaviours at our school.
14. Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate.

### Reasonable adjustments for students with disabilities

15. CCG also understands that it has an obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. For more information about support available for students with disabilities and communicating with us in relation to a student's disability, please refer to our college Student Wellbeing and Engagement policy.

## Communication

16. This policy will be communicated to our school community in the following ways:
- Available publicly on our school's website
  - Included in staff induction processes and staff training.
  - Included in staff handbook/manual.
  - Discussed at annual staff briefings/meetings.
  - Discussed at student forums.
  - Included in transition and enrolment packs.
  - Discussed at parent information sessions.
  - Hard copy available from school administration upon request.

## Relationships

- 135 Child Safety and Wellbeing and Engagement Policy
- 135-1 Child Safety and Wellbeing Management Procedure
- 411 Bullying harassment and Discrimination policy
- 126 Access & Equity Policy

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