



# ELEVATION SECONDARY COLLEGE

## INCLUSION AND DIVERSITY POLICY

(Includes Equal Opportunity and Sexual Harassment)



### Help for non-English speakers

If you need help to understand the information in this policy, please contact Elevation Secondary College on 8339 8000.

For translation call number below; Aşağıdaki çeviri telefon numarası için; Đễ dịch số điện thoại bên dưới; Wixii tarjubaan ah wac lambarka hoose; Mo fa'aliliuga telefoni numera o lo'o i lalo; अनुवादको लागि तलको नम्बरमा कल गर्नुहोस्; அநுவாத லਈ றேठां ਦਿੱਤੇ ਨੰਬਰ 'ਤੇ ਕਾਲ ਕਰੋ; ترجمہ کے لیے نیچے دیے گئے نمبر پر کال کریں; 对于下面的翻译电话号码; अनुवाद के लिए नीचे दिए गए कॉल नंबर; மொழிபெயர்ப்புக்கு கீழே உள்ள எண்ணை அழைக்கவும்; للترجمة رقم الاتصال أدناه

8339 8000

## PURPOSE

The purpose of this policy is to explain Elevation Secondary College commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Elevation Secondary College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. For staff, this policy should be read alongside the Department of Education and Training's Policy:

- Equal Opportunity and Human Rights - Students
- For staff, the Respectful Workplaces policies (including Equal Opportunity and AntiDiscrimination, Sexual Harassment and Workplace Bullying) as these whole of Department policies apply to all staff at Elevation Secondary College.

## POLICY

### Definitions

*Personal attribute:* a personal characteristic that is protected by State or Commonwealth antidiscrimination 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.

*Direct discrimination:* unfavourable treatment because of a person's protected attribute.

*Indirect discrimination:* imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

*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.

*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.

*Vilification:* conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

*Victimisation:* subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

## **Inclusion and diversity**

Elevation Secondary College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Elevation Secondary College is committed to providing an inclusive environment where children and young people feel safe and diversity is celebrated. Particular attention will be paid to the cultural safety children from culturally and/or linguistically diverse backgrounds, Aboriginal children, children with physical and intellectual disabilities, as well as same sex attracted and gender diverse children.

Elevation Secondary College is committed to creating a school community where all members of our school community 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 at school.

Elevation Secondary College acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Elevation Secondary College 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.

Elevation Secondary College will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity and teach the school values of Achievement, Acceptance, Responsibility and Community to promote inclusion and diversity
- 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 school activities (eg schools sports, concerts, formals, family nights, incursions, excursions) 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.

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 Elevation Secondary College. 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.

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 behaviour can be addressed.

### **Reasonable adjustments for students with disabilities**

Elevation Secondary College also understands that it has a legal 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. Our school may consult through Student Support Group processes and in other less formal ways. The primary and formal manner of creating and evaluating a reasonable adjustment for a student is through the Student Support Group (SSG) process, where an individual learning plan is created in consultation with the student, parent/carers, teachers, principals and reports from health or disability professionals. Other reasonable adjustments may be made in a more informal and timely manner, with or without consultation. For more information about the support available for students with disabilities and communicating with us in relation to a student's disability, please refer to our school's *Student Wellbeing and Engagement* policy or contact the Assistant Principal or Inclusion Coordinator for further information.

### **COMMUNICATION**

This policy will be available on Elevation Secondary College website so that parents and other members of the school community can easily access information about Elevation Secondary College Inclusion and diversity procedures.

### **RELATED POLICIES AND RESOURCES**

Related school policies are:

- Bullying Prevention Policy
- Curriculum Framework
- Student Wellbeing and Engagement
- Statement and Values and School Philosophy
- Statement of Commitment to Child Safety

For staff, please see the Department's [Equal Opportunity and Anti-Discrimination Policy](#), [Sexual Harassment Policy](#) and [Workplace Bullying Policy](#) which apply to all staff working at our school.

School Policy and Advisory Guide are

- Equal Opportunity and Human Rights – Students
- Students with Disability

- Koori Education
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Support and services](#)
- [Program for Students with Disabilities](#)

## POLICY REVIEW AND APPROVAL

Policy last reviewed	2024
Approved by	Principal
Next scheduled review date	2028