

 <p>DONCASTER SECONDARY COLLEGE</p>	<p>INCLUSION & DIVERSITY POLICY [Includes Equal Opportunity & Sexual Harassment]</p>
<p>College council will review this policy every 3 – 4 years or as directed by DET</p>	<p>Date approved: August 2022</p> <p>Date of next review: 2025</p>

PURPOSE

The purpose of this policy is to explain Doncaster Secondary College's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Doncaster 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 [Respectful Workplaces](#) policies (including [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at Doncaster Secondary College.

POLICY

Definitions

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.

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: humiliating comments or actions about a person's disability.

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

Doncaster 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.

Doncaster 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 Doncaster 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.

Doncaster Secondary College 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 school activities (eg schools sports, concerts, camps, incursions, excursions and 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.

As a Lead School in the Department of Education's Respectful Relationships initiative, learners engage with the Resilience, Rights and Respectful Relationships teaching and learning materials while our leaders implement a whole school approach that acts at all levels of the school to promote a safe environment for all members of the community. Learners engage in developing Personal and Social Capabilities such as self-awareness, self-management, social awareness and social management, with a particular emphasis on these skills in the DiSCover, MYSELF and Health and Physical Education programs.

Our school is also committed to a range of other programs designed to support inclusion within our community. Doncaster Secondary College works with a Koori Education Coordinator who supports our school community to engage respectfully and feel connected to this identity, and promote systems which are inclusive, responsive and respectful of Koorie people at every stage of their learning and development journey. We also participate in Safe Schools, established by the Victorian Government in 2010 as a program for which support principals, teachers and school communities to foster a safe environment that is supportive and inclusive of LGBTI students.

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 Doncaster Secondary College. We will take appropriate measures, consistent with our [Student Wellbeing and Engagement Policy](#) and [Bullying Prevention Policy](#) to respond to students who demonstrate these behaviours at our school.

Bullying prevention at Doncaster Secondary College is proactive and is supported by research that indicates that a whole school, multifaceted approach is the most effective way to prevent and address bullying. 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 in a way that is proportionate, consistent and responsive.

Students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour. The school aims to:

- find a constructive solution for everyone
- prevent incidents of bullying from re-occurring
- restore the relationships between the students involved

More information about Doncaster Secondary College's response to bullying can be found in our [Bullying Prevention Policy](#).

Reasonable adjustments for students and disabilities

Doncaster 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, the student's Year Level Coordinator and if appropriate, their treating practitioners.

Our school may consult through Student Support Group processes and in other less formal ways. 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 school's [Student Wellbeing and Engagement Policy](#) or contact the Program for Students with Disabilities Coordinator on 9848 4677 for further information.

COMMUNICATION

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
- Discussed at staff briefings/meetings
- Included in transition and enrolment packs
- Discussed at parent information nights/sessions
- Reminders in our school newsletter
- Hard copy available from school administration upon request

RELATED POLICIES AND RESOURCES

Related local policies:

[Bullying Prevention Policy](#)

[Statement of Values & Philosophy](#)

[Student Wellbeing and Engagement Policy](#)

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.

Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- [Equal Opportunity and Human Rights - Students](#)
- [Students with Disability](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)