



# Equal Opportunity Policy

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Glen Eira College is committed to providing all staff and students with a working and learning environment which values diversity and respects difference in our community.

## **RATIONALE**

Glen Eira College is a school enriched by people of many backgrounds, age, race, ethnic and national heritage, physical and intellectual abilities and lifestyle choices. Glen Eira College aims to treat all members of the community with dignity, courtesy and respect and to create a harmonious and productive working and learning environment. The Equal Opportunity Act, 1995 makes discrimination in education unlawful.

## **GUIDELINES**

Curriculum material and resources should promote tolerance, understanding and respect from others. All areas of the curriculum should present a view of history and contemporary society that includes the contributions made by both women and men. The curriculum should also take into account the lives, values and experiences of both boys and girls and of students from various social and cultural backgrounds.

All students should have fair and equitable access to teacher time and attention, including encouragement.

All students should have fair and equitable access to resources, including physical space.

## **IMPLEMENTATION**

Students with concerns in any area of equal opportunity should raise them so that the school can provide the best possible learning and working environment for everyone.

Equitable access and opportunities for success for all members of the school community are the basis of Glen Eira College policy. All members of the school community have a responsibility in the area of equal opportunity to ensure that a fair and just work environment is provided for everyone.

Concerns may be discussed with a teacher, the Year Level Co-ordinator, the Assistant Principal or the Principal.

## **RELATED POLICIES AND DOCUMENTATION**

Bullying Prevention Policy

Codes of Conduct

- DET's Diversity and Equity policies
- DET's Sexual Harassment Policy and Procedures
- Employee complaint resolution procedures
- DET Occupational Health and Safety policies
- Safe Schools are Effective Schools
- Charter of Human Rights and Responsibilities Act 2006 including any relevant DET policies
- Charter of Human Rights and Victorian Schools Checklist