



# MONTMORENCY SECONDARY COLLEGE

## EQUAL OPPORTUNITY POLICY

### RATIONALE

Montmorency Secondary College is committed to equal opportunity. The Equal Opportunity Act, 2010 makes discrimination in education unlawful. Other relevant Acts are the Commonwealth Human Rights and Equal Opportunity Act 1986, the Commonwealth Sex Discrimination Act 1984 and the Commonwealth Racial Discrimination Act 1975.

The Equal Opportunity Act (2010) makes it unlawful to:

- **discriminate** against a person on the basis of age, sex, disability, marital or parental and carer status, religious or political conviction, race or nationality, physical features, industrial activity, pregnancy or breastfeeding, sexual orientation or gender identity.
- **harass** and make unwelcome and uninitiated intrusions into a person's sense of security and well-being
- **harass and/or discriminate** in a direct or indirect manner

The Principal has overall responsibility in the area of equal opportunity.

Montmorency Secondary College is committed to offering an educational program that allows for the full participation of all students in all its aspects. The school has a responsibility to contribute to the development of the full potential of every student and will combat intolerance and encourage co-operation.

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.

Concerns may be discussed with a teacher, a Home Room Teacher, the Year Level Coordinator, the Assistant Principal or the Principal.

Equitable access and opportunities for success for all members of the school community are the basis of Montmorency Secondary 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. To this end the following general guidelines are to apply.

### 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.



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### HARRASSMENT

Staff and students should have an understanding of sexual and cultural harassment as issues and be committed to the principle that it is the right of all staff and students to operate in an harassment free and tolerant environment.

If harassment occurs, counselling will be offered as appropriate but the general disciplinary procedures of the school will also apply. Students with concerns may approach: a teacher, a Home Room Teacher, the Year Level Coordinator, the Assistant Principal, the Principal.

It is the responsibility of all parties to use the correct channels. All complaints of this nature will be treated seriously and confidentially within appropriate channels, they will be acted upon immediately and the rights of both the complainant and the respondent will be protected.

### MORE INFORMATION AND RESOURCES

- Victorian Equal Opportunity Act 2010
- Racial and Religious Tolerance Act 2001

### REVIEW CYCLE AND EVALUTATION

This policy was last updated February 2019 and is scheduled for review in February 2023