

Al Kamal Arabic School Equal Opportunity and Anti-Discrimination Policy – February 2024

Purpose:

Al Kamal Arabic School is dedicated to establishing a supportive and secure learning and working environment that embraces diversity, merit, and equity. The school is committed to providing equal opportunities to all members of the community, without discrimination based on various factors.

Principles:

Equal opportunities will be extended to all school community members, irrespective of gender, socio-economic status, physical attributes, cultural background, marital or parental status, intellectual or medical conditions, and lawful sexual orientation. Any form of discrimination, harassment, bullying, vilification, victimization, or inappropriate behavior will not be tolerated.

Alignment with Legislation:

Al Kamal Arabic School supports the Equal Opportunities Act 2010 (Victoria), which safeguards individuals from discrimination, sexual harassment, and victimization while offering remedies for those who have experienced discrimination.

Objectives:

1. Foster an inclusive school culture promoting acceptance and respect for diversity.
2. Ensure the well-being of students and staff, facilitating the realization of their full potential.

Commitment:

- Every member of the school community will be treated fairly, regardless of personal characteristics.
- No one will be treated unfavorably based on personal attributes, and access to school benefits and services will remain unaffected.

Discrimination:

- Direct and indirect discrimination is prohibited, encompassing unfair treatment or unreasonable disadvantages based on protected personal characteristics.

Harassment:

- Unwanted behavior targeting personal characteristics, such as humiliating, embarrassing, offending, or intimidating, will not be tolerated.

Sexual Harassment:

- Any unwelcome sexual advances or behavior causing offense or embarrassment are considered unacceptable.

Vilification:

- Actions inciting hatred, contempt, or ridicule based on race or religious belief are strictly prohibited.

Bullying:

- Intimidating, threatening, or humiliating behavior, whether physical, verbal, or indirect, is deemed unacceptable.

Victimization:

- Treating someone unfairly due to an Equal Opportunity complaint is strictly prohibited.

Positive Duty:

- The school has a positive duty to eliminate discrimination, harassment, and victimization by taking reasonable and proportionate measures.

Vicarious Liability:

- The Department may be held liable for employee conduct contravening this policy, emphasizing the importance of understanding and adherence by all Department agents.

Reasonable Adjustments:

- Employers are required to make reasonable adjustments for employees with disabilities, considering various factors.

Policy Coverage:

- The policy encompasses the entire school community, including staff, students, parents, school council members, contractors, and volunteers. It applies to education, provision of goods and services, school sport, and employment at the school.

Rights and Responsibilities:

- Every member has the right to a safe and inclusive environment, free of discrimination, harassment, bullying, vilification, and victimization. Responsibilities include respecting and promoting human rights according to this policy.

Complaints Procedures:

- Encourages resolution of complaints through the school, ensuring confidentiality, fairness, and consistency.

- Protection against victimization for good-faith complainants.

- Appropriate procedures for staff, parents, and students, emphasizing a safe and inclusive school environment.

Consequences:

- Consequences for proven misconduct may include counseling, privilege removal, parental interviews, suspension, or expulsion.

- Support and counseling will be provided for students experiencing bullying or harassment.

Right to Appeal/Review:

- Complainants dissatisfied with the decision may seek a review following the Department of Education's procedures.

Evaluation:

- The policy will undergo review as part of the school's three-yearly policy review process.

Date Approved: February 2024

Date for Review: February 2027