



EQUAL OPPORTUNITY POLICY

1. RATIONALE:

In keeping with the Victoria Equal Opportunity Act (1995) and the Racial and Religious Tolerance Act (2001) Neerim South Primary School aims to:

- 1.1. Promote recognition of everyone's right to equality of opportunity.
- 1.2. Eliminate discrimination on the basis of identification attributes
- 1.3. Provide procedures to deal with instances of perceived discrimination.

2. AIMS

At NSPS it is unacceptable to directly or indirectly discriminate against anyone on the basis of:

- Age
- Industrial activity
- Sex
- Religious beliefs
- Physical features
- Pregnancy
- Disability
- Lawful sexual activity/sexual orientation
- Marital, parental, career status
- Political features

Personal association with a person who is identified by reference to any of these aforementioned attributes.

3. IMPLEMENTATION

- 3.1. Encourage all staff to attend merit and equity training.
- 3.2. Ensure Equal Opportunity guidelines are followed when making internal appointments.
- 3.3. Ensure equitable access to resources, school programs and curriculum delivery.
- 3.4. Provide a harassment free environment.
- 3.5. Commitment to provision of inclusive curriculum.
- 3.6. Maintain a sexual harassment policy.
- 3.7. Ensure that all personnel have access to information on rights and responsibilities under the acts.
- 3.8. Include a copy of this policy in the staff handbook.
- 3.9. Appoint a staff contact person in relation to equal opportunity.

4. GRIEVANCE AND COMPLAINT PROCEDURES

- 4.1. The principal will aim to resolve grievances and complaints at the local level but will also ensure complainants have access to information about the range of avenues of redress.
- 4.2. Grievances and complaints will be taken seriously, given prompt attention and confidentiality will be maintained.

5. EVALUATION

- 5.1. This policy is to be reviewed every three years by staff, the Environment Committee and School Council.