



# Black Hill Primary School Equal Opportunity, Discrimination and Anti-Harassment Policy



## Help for non-English speakers:

If you need help to understand the information in this policy, please contact the school on 03 53324544

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### Definition:

Equal employment opportunity encourages a diverse organisation and workforce reflecting the broad diversity of the Victorian community the Department serves. The objective of equal employment opportunity policy at the Department is to ensure that people are treated as individuals, respected for their unique attributes and not excluded, harassed or bullied through unconscious bias, stereotypes or unlawful actions that may form the basis of discrimination, harassment, vilification or victimisation.

Harassment is the exertion of power by one person over another – often presenting as bullish behaviour – which makes another person feel embarrassed, offended, upset, devalued, degraded, afraid, frustrated or angry. It is unwelcome, unreciprocated, uninvited and usually repeated. It is behaviour that breaches proper and professional conduct.

### Purpose:

The Department of Education and Training is committed to a diverse workforce and ensures that all Department workplaces are free from discrimination and harassment.

Harassment in any form is unacceptable. As educators, we have a responsibility to provide learning and teaching environments that are free from harassment, and that encourage all staff and students to develop attitudes and skills that discourage, challenge and report harassment in all forms.

### Aims:

- To provide a fair and supportive environment free from all forms of harassment, that promotes personal respect and integrity, as well as providing physical and emotional safety for all.

### Implementation:

- All staff will be made aware of the legislative requirements relating to harassment.
- All staff will complete DET online Workplace Discrimination & Sexual Harassment training. [www.techniworks.com.au/Host/Colleges/DEECDVIC/front\\_frameset.asp](http://www.techniworks.com.au/Host/Colleges/DEECDVIC/front_frameset.asp)
- Professional development relating to harassment will be provided for all staff, who in turn will model and practice appropriate behaviour.
- Staff, students and members of the school community will be familiar with the school's approach to harassment and will be provided with information relating to their rights and responsibilities.
- School-level protocols for resolving issues or complaints will be developed and well publicised.

- Staff members will not allow themselves or their colleagues to be subjected to harassment from other staff members, parents or students – all such issues must be immediately reported to the principal or OH&S officers. Before you make an application for an order to stop bullying at work, you must meet the eligibility requirements. Complete the anti-bullying ‘Am I Eligible to Apply?’ survey. <https://www.fwc.gov.au/resolving-issues-disputes-and-dismissals/workplace-issues-disputes/anti-bullying/anti-bullying-am-i>
- ‘Fair Go’ Australia (Fair Work ACT 2009) information and website will be readily available.
- Unresolved school-level issues may be referred by the principal, or the parties involved, to the appropriate authorities.
- Harassment by students will attract consequences consistent with our Student Code of Conduct.
- All claims of harassment will be treated confidentially, documented, and promptly and constructively addressed.
- The rights and sensitivities of all individuals will be protected.
- Curriculum content will analyse the effects of harassment and assist students to develop attitudes and skills that discourage, challenge, counter-act and report harassing practices.

**Evaluation:**

This policy is to be reviewed as part of the school’s three-year review cycle.

<b>Created date</b>	<b>August 2015</b>
<b>Consultation</b>	Staff, Parents, Black Hill Primary School Council Sub-Committee
<b>Endorsed by</b>	Black Hill Primary School Council and School Principal
<b>Endorsed on</b>	October 2019
<b>Next review date</b>	Refer to website

This policy was last ratified by School Council in: August 2015, reviewed October 2019  
To be reviewed October 2022

<http://www.education.vic.gov.au/hrweb/Documents/Equal-Opportunity-Discrimination-and-Harassment.pdf>  
<http://www.humanrightscommission.vic.gov.au/>  
[www.hreoc.gov.au](http://www.hreoc.gov.au)  
[www.education.vic.gov.au/hrweb/divequity/eeo/default.htm](http://www.education.vic.gov.au/hrweb/divequity/eeo/default.htm).