

EQUAL OPPORTUNITY

1. RATIONALE

Equal opportunity promotes recognition and acceptance of everyone's rights to equality of opportunity

The DECV will ensure that principles of equal opportunity will apply to all members of the school community.

Equal opportunity mandates that no one shall be discriminated directly or indirectly on the basis of the following attributes:

Disability*	Gender identity	Political belief
Sex*	Parental status*	Personal association*
Carer status*	Breastfeeding	Race*
Pregnancy*	Physical features	Industrial activity
Marital status*	Sexual orientation	Age
Lawful sexual activity	Religious belief	

*Denotes attribute protected under state and federal jurisdiction

2. OBJECTIVES

2.1. DECV students will participate in a learning environment that does not tolerate direct or indirect discrimination and provides equal educational opportunities for all. They will be encouraged equally in all aspects of schooling, so that they can develop the knowledge, skills and values that will enable them to participate fully in life.

2.2. The DECV will provide a working environment that does not tolerate direct and indirect discrimination and provides equal opportunity for all staff.

2.3. The DECV will provide curriculum that recognises and embraces the diversity that exists within the community and supports equal opportunity principles.

2.4. The DECV will promote an awareness of equal opportunity issues.

3. IMPLEMENTATION

3.1. A staff member will be appointed as the Equal Opportunity (EO) Co-ordinator to oversee the implementation of equal opportunity policy. The EO Co-ordinator will be the initial contact for staff, students and other members of the school community for EO information and concerns.

3.2. Any EO related complaint can be lodged with the EO Co-ordinator, Principal staff, Regional Director, Merit Protection Board or Equal Opportunity Commission. All complaints will be investigated promptly, confidentially, and with impartiality.

3.3. The DECV will ensure that all students will have fair and equal access to teacher time and attention and DECV course materials and other resources.

3.4. DECV courses will be reviewed to ensure the principles of EO and inclusiveness are being addressed.

3.5. The DECV will develop a collection of EO related resources, which will be housed in the Resource Centre and promoted and made available to all members of the DECV school community.

3.6. The DECV's EO policy will be made available to the school community.

3.7. Staff will be provided with EO related Professional Development.

4. EVALUATION

This policy will be monitored annually to ensure continued relevance and effectiveness; and consistency with EO legislation.

5. REFERENCE TO OTHER POLICIES AND GUIDELINES

- Equal Opportunity Act 1995 (Vic)
- Disability and Discrimination Act 1992 (Cwlth)
- Equal Opportunity for Women in the Workplace Act 1999 (Cwlth)
- Racial and Religious Toleration Act 2001 (Vic)
- DECV Email & Internet Policy
- DECV Sexual Harassment Policy
- DET Sexual Harassment Policy and Procedures 2001
- DECV Student Welfare Policy
- DECV Curriculum Policy

Merit based selections

- Public Sector Management and Employment Act 1998
- Victorian Government: Schools Staffing Handbook Feb 2001

Grievance procedures and complaints resolution

Principal Class Handbook Feb 2001

Teacher Class Handbook Feb 2001

School Services Officers Handbook Dec 2001