EQUAL OPPORTUNITY

Rationale:
1. This school supports the Charter of Human Rights and the Equal Opportunity Act 2010 (Vic), which says that it is against the law to discriminate against anyone, including students and school staff, because of their actual or assumed: age, breastfeeding, carer status, disability/impairment, gender identity, industrial activity, lawful sexual activity, marital status, parental status, physical features, political belief or activity, pregnancy, race, religious belief or activity, sex, sexual orientation or personal association with someone who has, or is assumed to have, one of these personal characteristics.

2. This school supports the Charter of Human Rights and the Equal Opportunity Act 2010 (Vic.) which says that it is against the law to discriminate against anyone, including students and school staff, because of their actual or assumed: age, breastfeeding, carer status, disability/impairment, gender identity, industrial activity, lawful sexual activity, marital status, parental status, physical features, political belief or activity, pregnancy, race, religious belief or activity, sex, sexual orientation or personal association with someone who has, or is assumed to have, one of these personal characteristics.

3. Furthermore, the Act prohibits direct and indirect discrimination, makes it unlawful to sexually harass a person at the institution (includes students), promotes equality of opportunity between persons of different sex, age, marital status, race and other specified attributes, and provides redress for those who have been subject to discrimination.

Aims:

1. To provide a working environment that does not tolerate unlawful discrimination.
2. To provide a work environment that provides equal opportunity for all.

Implementation:

1. Our school values diversity and provides equal opportunity for all.
2. A staff member will be appointed as the Equal Opportunity representative at our school, and will be provided with professional development appropriate to the role.
3. There will be staff at ENPS who are Merit Trained.
4. This policy is to be read in conjunction with the Managing Diversity and Sexual Harassment and Merit and Equity policies of the school.
5. The school’s position as an Equal Opportunity employer and workplace will be communicated to the wider community via the newsletter.
6. The school’s policies and practices will be regularly reviewed to ensure consistency with the Victorian Equal Opportunity Act 2010.
7. All staff members will be provided with a copy of this policy, and will be reminded of their rights and responsibilities in relation to the Victorian Equal Opportunity Act 2010.
8. Any complaints can be lodged with the Equal Opportunity representative, Principal, Regional Director, Merit Protection Boards, or Equal Opportunity Commission.
9. All complaints will be investigated promptly, confidentially, and with impartiality. All complaints will be managed in a manner consistent with DET ‘Local Complaints Resolution Procedures’ handbook.
10. The School Council President may also be informed of all Equal Opportunity concerns, on a confidential basis.
11. Appropriate online training programs provided by DET will be used.

**Evaluation:**
- This policy will be reviewed as part of the school’s three-year review cycle.