



Anti-Discrimination Policy

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| Purpose: | Cape York Girl Academy ('CYGA') is committed to protecting students and Employees from unlawful discrimination and responding appropriately should such discrimination occur. | |
| Scope: | <ul style="list-style-type: none"> • 'Students' – including students enrolled at Girl Academy and their dependents (where applicable) • 'Staff' – including full-time, part-time, permanent, fixed-term and casual employees, as well as office bearers, contractors, volunteers and people undertaking work experience or vocational placements with or on behalf of CYGA. • 'Parents' – including the parents, carers and/or other registered carers of Students, as well as other family members involved in the care of a Student. | |
| Status: | Draft | Supersedes: CYGA Anti-Discrimination Policy INTERIM |
| Authorised by: | Board | Date of Authorisation: |
| References: | <p>Relevant Legislation</p> <ul style="list-style-type: none"> • Anti-Discrimination Act 1991 (Qld) • Australian Human Rights Commission Act 1986 (Cth) • Age Discrimination Act 2004 (Cth) • Disability Discrimination Act 1992 (Cth) • Racial Discrimination Act 1975 (Cth) • Sex Discrimination Act 1984 (Cth) <p>Additional References</p> <ul style="list-style-type: none"> • Cape York Girl Academy Code of Conduct • Cape York Girl Academy Child Protection Policy • Cape York Girl Academy Positive Student Behaviour Policy • Cape York Girl Academy Complaints Policy • Cape York Girl Academy Media Relations Policy • Cape York Girl Academy Acceptable Use of ICT Policy • Cape York Girl Academy Privacy Policy • Cape York Girl Academy Finance Policy | |
| Review Date: | Every two years | Next Review Date: 1 July 2017 |
| Policy Owner: | Board | |

Policy Statement

All Students and Staff at Cape York Girl Academy ('CYGA') have the right to learn and work in an environment free from unlawful discrimination. CYGA will provide a fair and safe learning and work environment where all students and Staff have equal opportunities.

CYGA is committed to protecting Students and Staff from unlawful discrimination and to responding appropriately should such discrimination occur, including possible disciplinary action. Any instances of discrimination should be reported under the *Cape York Girl Academy Complaints Policy*.

In accordance with relevant law, CYGA will act to prohibit unlawful discrimination towards Students and Staff, on the basis of relevant "protected attributes", whilst Students and Staff are engaging in their education at Girl Academy or work with CYGA. Both direct and indirect unlawful discrimination are prohibited.

In accordance with the relevant law, CYGA prohibits unlawful discrimination against Students in all facets of education at Girl Academy (school), including:

- Admission and enrolment applications¹;
- Terms of admission and enrolment ¹;
- Variation of the terms of a student's enrolment ¹;
- Denial or limitation of benefits normally resulting from enrolment;
- Exclusion or suspension of students;
- Assessment and examination;
- Access to resources and facilities; and
- Treatment of a student in regard to training or instruction.

In accordance with the relevant law, CYGA prohibits unlawful discrimination against Staff, including:

- Recruitment/engagement;
- Terms and conditions;
- Training;
- Promotion (employees only); and
- Termination of employment/engagement.

Definitions

- **Direct discrimination:** Direct discrimination on the basis of an attribute happens if a person treats, or proposes to treat, a person with an attribute less favourably than another person without the attribute is or would be treated in circumstances that are the same or not materially different.
- **Indirect discrimination:** Indirect discrimination on the basis of an attribute happens if a person imposes, or proposes to impose, a term:
 - a) With which a person with an attribute does not or is not able to comply; and
 - b) With which a higher proportion of people without the attribute comply or are able to comply; and
 - c) That is not reasonable.

¹ including unlawful discrimination against Parents seeking to enrol a student at Girl Academy.

Responsibilities

1. CYGA Responsibilities

The legislation establishes a legal responsibility on school governing bodies, as well as employers, to ensure schools it governs (and workplaces) are free from discrimination.

CYGA will take reasonable steps to prevent unlawful discrimination, as follows:

- Develop and implement an anti- discrimination policy to assist in preventing any instances of discrimination;
- Educate Students and Staff to assist in preventing any instances of discrimination and to appropriately respond to any instances of discrimination;
- Establish appropriate grievance and complaints procedures via its *CYGA Complaints Policy* to appropriately respond to any instances of discrimination;
- Remove any discriminatory or offensive materials, rules and practices to assist in preventing any instances of discrimination;
- Encourage Students and Staff to contribute to a healthy school and workplace culture to assist in preventing any instances of discrimination.

2. Staff will:

- Not engage in discriminatory conduct;
- Uphold this (and related CYGA) policy;
- Notify the Principal if they believe that this type of behaviour is occurring;
- Make a complaint, in accordance with *CYGA's Complaints Policy*, if they believe that CYGA is not adequately responding to notification of discriminatory behaviour.

3. Students will:

- Familiarise themselves with this policy;
- Notify a Teacher (or the Principal) if they believe Staff have breached this policy;
- Uphold *CYGA's Positive Student Behaviour Policy* by:
 - Not engaging in discriminatory conduct;
 - Reporting such behaviours in accordance with that policy.

Implementation

CYGA's Positive Student Behaviour Policy defines the behavioural expectations of Students and associated procedures in the event of discriminatory behaviour by a Student.

Any breach of this policy by Staff will be managed via *CYGA's Code of Conduct*.