



## Inclusion and Diversity Policy

Truganina College

### PURPOSE

The purpose of this policy is to explain Truganina College's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Truganina College strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

### SCOPE

This policy applies to the whole school community, including students, staff, parents, school council members, contractors and volunteers.

This policy applies to:

- Education (teaching and learning, enrolment, student management, student services, curriculum development and delivery).
- The provision of goods and services (extracurricular activities, camps, excursions, parent-teacher interviews, access to facilities, school events outside school hours).
- School sport.
- Employment at the school (recruitment, allocation of duties, employment conditions, access to benefits such as training, promotion and leave).

### DEFINITIONS

*Personal attribute:* a feature of a person's background or personal characteristics that is protected by State or Commonwealth anti-discrimination legislation. For example: race, disability, sex, sexual orientation, gender identity, religion etc.

### Discrimination

Any form of discrimination is unlawful and, accordingly, is unacceptable. *It is unlawful to discriminate even when it was not your intention to discriminate. It is also unlawful to victimise or treat unfavourably a person who has complained of discrimination.*

Discrimination may be direct or indirect – both are against the law.

School Name: Truganina College	Policy name: Inclusion and Diversity Policy	Date: June, 22, 2020 [Month, Day, Year]	Policy Ref. Number: Student Welfare 3.1 (a) (i) 3.	
Owner: L.Foster [AUTHOR]	Approved by: J.Crowle [APPROVER]	Review date: May 2023	Version 1.0	Page 1 of 4

**Direct discrimination** means treating someone unfairly or less favourably because of one of the personal characteristics listed above or because of their association with someone identified with one of those characteristics.

**Indirect discrimination** happens when a rule, policy or requirement unnecessarily or unreasonably disadvantages a person or group of people because of a protected personal characteristic they share.

### Gender Identity

Gender identity has the potential for discriminatory and unfair treatment. Below are the definitions for Gender Identity and Intersex status as outlined in the *Sex Discrimination Act 1984 (Commonwealth)*. Truganina College supports students' gender identity, including those with intersex status, in line with both the *Victorian Equal Opportunity Act 2010 (Vic)* and the *Sex Discrimination Act 1984*.

Gender identity is broadly defined as meaning 'the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth'.

By this definition, the *Sex Discrimination Act* therefore affords protection from discrimination for persons who identify as men, women or also as neither male nor female. It does not matter what sex the person was assigned at birth, or whether the person has undergone any medical intervention. Some terms used to describe a person's gender identity include trans, transgender and gender diverse. The *Sex Discrimination Act* does not use these labels; however it is intended to cover these identities and more.

Intersex Status is defined by the *Sex Discrimination Act* as meaning 'the status of having physical, hormonal or genetic features that are:

- a) Neither wholly female nor wholly male.
- b) A combination of female and male.
- c) Neither female or male.

### Racial and Religious Vilification

The *Racial and Religious Tolerance Act 2001 (Vic)* prohibits any form of racial and religious vilification and, accordingly vilification is unacceptable at Truganina College . All staff will be made aware of, and provided with access to information relating to the Racial and Religious Tolerance Act 2001.

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Vilification is behaviour (through words or actions) that incites hatred, serious contempt for, revulsion or severe ridicule of another person or group of people on the grounds of their race or religious belief.

## POLICY

### Inclusion and diversity

Truganina College is committed to creating a school community where all members of our school community are welcomed, accepted and treated equitably and with respect regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

Truganina College acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others.

Truganina College will:

- Ensure that all students and members of our school community are treated with respect and dignity.
- Ensure that students are not discriminated against and where necessary, are accommodated to participate in education and all school activities (e.g. schools sports, concerts, presentations) on the same basis as their peers.
- Acknowledge and respond to the diverse needs, identities and strengths of all students.
- Encourage empathy and fairness towards others.
- Challenge stereotypes that promote prejudicial and biased behaviours and practices.
- Contribute to positive learning, engagement and wellbeing outcomes for students.

Bullying, harassment and other forms of inappropriate behaviour targeting individuals because of their personal attributes will not be tolerated in our school community. Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Truganina College will take appropriate measures, consistent with its *Student Wellbeing and Engagement* policy to respond to discriminatory behaviour or harassment at our school.

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Truganina College also understands that it has an obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist all students to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities through our Student Support Group processes in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. For more information about support available for students with disabilities, please refer to our school's *Student Wellbeing and Engagement* policy or contact the Assistant Principal (Student Wellbeing) on 9863 9800 for further information.

### Complaints Procedures

Truganina College encourages all members of the school community to attempt to resolve complaints and concerns through the school. All complaints will be treated confidentially, fairly and consistently, and resolved as promptly as possible. **(See Complaints Policy for more information).**

### RELATED POLICIES

- Truganina College Student Engagement and Wellbeing Policy
- Truganina College Child Safe Policy
- Truganina College Complaints Policy
- Truganina College Duty of Care Policy
- Truganina College Digital Technologies Acceptable use Policy

### FURTHER INFORMATION AND RESOURCES

School Policy and Advisory Guide:

- [Inclusive Education](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

### REVIEW PERIOD

This policy was last updated on 22 May 2020 and is scheduled for review every three years.

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