

INCLUSION AND DIVERSITY POLICY

(INCLUDES EQUAL OPPORTUNITY AND SEXUAL HARASSMENT)

PURPOSE

The purpose of this policy is to explain Carrum Downs Secondary 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. This policy should be read alongside the following Department of Education policies:

- [Equal Opportunity and Human Rights - Students](#)
- For staff, the [Respectful Workplaces](#) policies (including [Equal Opportunity – Employees](#), [Sexual Harassment – Employees](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at Carrum Downs Secondary College.

POLICY

Definitions

Personal attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

Direct discrimination: unfavourable treatment because of a person's protected attribute.

Indirect discrimination: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

Sexual harassment: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

Disability harassment: an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

Vilification: conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

Inclusion and diversity

Carrum Downs Secondary College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Carrum Downs Secondary 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.

Carrum Downs Secondary 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. At Carrum Downs Secondary College we value the human rights of every student and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Carrum Downs Secondary College will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (e.g. schools sports, concerts) 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
- respond to complaints and allegations appropriately and ensure that students are not victimised.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Carrum Downs Secondary College. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying* policies to respond to students who demonstrate these behaviours at our school.

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.

Implementation

- The building of mutual respect within the school community will be an integral aspect of the Connect and core curriculum programs. Staff will foster safe and inclusive learning environments in which all students and staff are treated with respect, regardless of their cultural and sexual identities or belief systems.
- The college will provide programs to meet the additional needs of English as a Second Language (ESL) and New Arrival students. (The term Culturally and Linguistically Diverse (CALD) is sometimes used in place of EAL as is English as an Additional Language.)
- Staff Professional Development will be provided to increase awareness and understanding of the diverse needs of our community and to ensure that our students understand that they are accepted and valued as members of the college.

- Teachers will incorporate global and multicultural perspectives into their teaching, thereby engaging all students in their learning and identify and address overt, subtle and institutionalised racism, stereotyping and other forms of prejudice.
- All students will demonstrate the skills, knowledge and attitudes necessary for active global and multicultural citizenship, including intercultural communication skills, ICT skills, proficiency in English and be provided with opportunities for the study of LOTE.
- Students will have the opportunity to investigate and explore the social, cultural, religious and linguistic similarities and differences that characterise communities within Australia and around the world, in particular Asia.

Reasonable adjustments for students with disabilities

Carrum Downs Secondary College also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. Our school may consult through Student Support Group processes and in other less formal ways. For more information about support available for students with disabilities, and communicating with us in relation to a student's disability, please see our *Student Wellbeing and Engagement policy* or contact the College.

COMMUNICATION

This policy will be available on Carrum Downs Secondary College's website <https://cdsc.vic.edu.au/>, so that parents and other members of the school community can easily access information about Carrum Downs Secondary College's policies and procedures.

RELATED POLICIES AND RESOURCES

- Student Wellbeing and Engagement Policy
- Statement of Values Policy
- Bullying Prevention Policy

For staff, please see the Department's [Equal Opportunity and Anti-Discrimination Policy](#), [Sexual Harassment Policy](#) and [Workplace Bullying Policy](#) which apply to all staff working at our school. Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- [Equal Opportunity and Human Rights - Students](#)
- [Preventing and Addressing Racism in Schools](#)
- [Koorie Education](#)
- [LGBTQIA+ Student Support](#)
- [Student Engagement](#)
- [Students with Disability](#)
- [Disability Inclusion Funding and Support](#)
- [Disability Inclusion Profile](#)
- [Safe Schools](#)
- [Child Safe Standards](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	12 September 2025
Approved by	Principal Chad Ambrose
Next scheduled review date	12 September 2029