



# Mount Erin College

## Inclusion and Diversity Policy (Including Equal Opportunity and Sexual Harassment)

### Purpose

The purpose of this policy is to explain Mount Erin 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's policy [Equal Opportunity and Human Rights - Students](#) and for staff, the [Respectful Workplaces](#) policies (including [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at Mount Erin College.

### 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).

## Policy

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

Mount Erin College is a high performing school located in Frankston South, on a beautiful 15 hectare bushland setting. MEC prepares students for the challenges of a rapidly changing world building opportunities for collaborative work and problem solving while encouraging curiosity, independence and reflection.

Mount Erin College provides individualised support for Deaf and Hard of Hearing students in mainstream classes across all year levels. Staff in our Deaf Education Centre work closely with classroom teachers to provide an inclusive program for students across all year levels. We are the only government school in the South Eastern region that provides support for these students by highly trained staff.

Mount Erin 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.

Mount Erin 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

Mount Erin 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.

Mount Erin 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 (eg schools sports, concerts, excursions, events etc.) 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.

The following list outlines the types of programs and initiatives that Mount Erin College implements to support inclusion and diversity:

- Deaf Education Centre events
- Tiered approach to supporting students with inclusion needs
- MYLNS
- Liaising with the Koorie and Out of Home Care support staff
- Celebrating significant events throughout the year such as RUOK Day?, Jeans for Genes Day

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 Mount Erin College. We will take appropriate measures, consistent with our Student Engagement and Wellbeing and Bullying prevention 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.

**Reasonable adjustments for students with disabilities**

Mount Erin 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 refer to our school's Student Engagement and Wellbeing policy, Health Care Needs policy and Bullying Prevention policy or contact Nicole Pallot, Assistant Principal, 5971 6000 for further information.

## Communication

This policy will be communicated to our school community in the following ways:

- Included in staff induction processes
- Available publicly on our school's website
- Made available in hard copy from school administration upon request

## Related Policies and resources

Department of Education and Training policies and resources:

- [Equal Opportunity and Human Rights - Students](#)
- [Students with Disability](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)
- [Disability and Inclusion Profiles](#)
- NDIS funding therapy in Schools policy

MEC policies:

- Statement of Values and School Philosophy
- Student Wellbeing and Engagement Policy
- Bullying Prevention Policy
- Health Care needs Policy
- Duty of Care Policy
- Child Safety & wellbeing Policy
- Administration of Medication Policy

## Policy Review and Approval

<b>Policy last reviewed</b>	<b>November 2023</b>
<b>Approved by</b>	<b>Principal</b>
<b>Next scheduled review date</b>	<b>May 2027</b>