

Subject: EQUAL OPPORTUNITY POLICY Covers: STAFF, CONTRACTORS & OTHER PERSONS	Policy No: HR11 – Version 2 Effective: April 2011 Revised: March 2022 Review Date: March 2025
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Scope: This policy covers staff, students, parents, board 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, parent–teacher interviews, access to facilities)
- school sport
- employment at the school (recruitment, allocation of duties, employment conditions, access to benefits such as training, promotion and leave).

Policy Statement: St Michael’s Collegiate School is committed to providing a welcoming, supportive, and emotionally and physically secure learning and working environment for every member of the school community.

The School recognises and promotes human rights, and values the diversity of culture, beliefs, practices, customs, physical and intellectual abilities.

Students, staff and the associated School community are encouraged to bring their capabilities, approaches, experiences and ideas, which reflect our diverse and inclusive community.

The School environment should be free of unlawful of discrimination, harassment or bullying, where all students, staff and others participating in our community are treated with dignity, courtesy and respect.

Protected Attributes:

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| (a) race | (b) age |
| (c) sexual orientation | (d) lawful sexual activity |
| (e) gender | (f) gender identity |
| (g) intersex | (h) relationship status |
| (i) marital status | (j) parental status |
| (k) pregnancy | (l) family responsibilities |
| (m) breastfeeding | (n) disability |
| (o) industrial activity; | (p) political belief or affiliation; |
| (q) political activity; | (r) religious belief or affiliation; |
| (s) religious activity; | (t) irrelevant criminal record; |
| (u) irrelevant medical record; | (v) association with a person who has, or is believed to have, any of these attributes. |

To create an environment where you can thrive, all forms of unlawful discrimination, harassment (including sexual harassment), vilification and victimisation will not be tolerated.

We have policies and procedures for the management of and effective resolution of complaints, including how to make a report of concerning behaviour:

- HR6 - Grievance, Conflict and Complaint Resolution Policy
- HR6 (a) - Grievance, Conflict and Complaint Resolution Procedure
- HR8 - Workplace Behaviour Policy
- HR8(a) - Workplace behaviour Procedure

Advice and Support:

We encourage anyone to seek advice and support if they feel they have been treated unfairly, or when they have experience concerning behaviour.

Advice and support is available through contacting:

Principal	principal@collegiate.tas.edu.au	6211 4908
Chief Operating Officer	fergus.leicester@collegiate.tas.edu.au	6211 4902
Deputy Principal	debra.williamson@collegiate.tas.edu.au	6211 4906
HR Coordinator	hr@collegiate.tas.edu.au	6211 4994

Staff can also access three (3) free and confidential counselling sessions through the Employee Assistance Program (EAP) on 1800 650 204.