



# Cooloola Christian College

## ANTI-DISCRIMINATION POLICY

<b>Policy:</b>	Board	
<b>Purpose:</b>	To ensure that students and staff are aware of their rights to be treated with equity and fairness, and without discrimination.	
<b>Scope:</b>	This policy applies to employees, volunteers, parents/carers, students, and people visiting the school site; and to the enrolment of all students, employment, and students with disabilities.  This policy does not apply to the Early Learning Centre which is subject to Federal Law and legally secular.	
<b>Status:</b>	Adopted: February 2011 Reviewed: April 2019	Supercedes: <i>Anti-Discrimination Policy, February 2011</i>
<b>Approved by:</b>	Board Chair	Date:
<b>References:</b>	<i>Anti-Discrimination Act 1991 (Qld)</i> <i>Discrimination Law Amendment Act 2002 (Qld)</i> Corporations Act 2001 (Whistleblower Protections) Sexual Harassment Policy Disabilities Policy	
<b>Review Frequency:</b>	Annually	Next Review Date: April 2020

### BIBLICAL BASIS

The College believes that everyone should show respect, love and consideration for others. We believe that, without exception every human being is a valuable person created by God in His image and thus possesses inherent dignity.

Consequently, we are called to love and treat every person with genuine respect. (Genesis 1:27, John 15:12)

### DISCRIMINATION

Discrimination is treatment or consideration of, or making a distinction in favour of or against, a person or thing based on the group, class, or category to which that person or thing belongs rather than on individual merit – <https://www.dictionary.com>

The purpose of the *Anti-Discrimination Act 1991* and *Discrimination Law Amendment Act 2002* is to protect everyone from unfair discrimination and harassment.

Subject to the specific exemptions detailed in State and Federal Anti-Discrimination Laws, discrimination on the following grounds (detailed in the *Anti-Discrimination Act 1991*) is against the law:

- sex
- relationship status
- pregnancy
- parental status
- breastfeeding
- age

- race
- impairment
- religious belief or religious activity
- political belief or activity
- trade union activity
- lawful sexual activity
- gender identity
- sexuality
- family responsibilities
- association with, or relation to, a person identified on the basis of any of the above attributes

However, the Act recognises that schools like Cooloola Christian College are religious institutions and may require employees to subscribe to the Biblical basis of its articles of association.

### **Enrolment**

In the matter of enrolments, the College is open to students of any background, whose parents/guardians wish their child/ren to learn of Christ with an open mind and are prepared for them to enter willingly and fully into the spiritual life of the College.

#### *Prospective students*

The College does not discriminate in:

- failing to accept a person's application for admission as a student;
- the way in which a person's application is processed;
- the arrangement made for, or the criteria used in, deciding who should be offered admission as a student; or
- the terms on which a person is admitted as a student.

#### *Current students*

The College does not discriminate:

- in any variation of the terms of a student's enrolment;
- by denying or limiting access to any benefit arising from the enrolment that is supplied by the College; or
- by treating a student unfavourably in any way in connection with the student's training or instruction.

#### *Students with disabilities*

When there are available places and a student with a disability seeks admission, particular care is taken to ensure that the application is properly considered (as outlined in the 'Disabilities Policy')

If the student requires additional services and facilities because of the disability, and the provision of these services and facilities by the College would cause unjustifiable hardship, the enrolment may be refused by the Principal. Before this step is taken, the family seeking enrolment will be given advice about the College's preliminary view and offered the opportunity to discuss further.

#### *Relevant exemptions*

The Act provides an exemption in the following areas:

- in relation to sex or religion if a school operates wholly or mainly for students of a particular sex or religion;
- where selection criteria for an educational program are based on a minimum qualifying age;
- in relation to impairment where people with disabilities require special services or facilities that would impose unjustifiable hardship on the College.

Some exemptions are absolute, some are not.

### **Employment of staff**

The College has clearly defined position descriptions that state the duties and expectations for each role within the College.

#### *Prospective employees*

The College does not discriminate:

- in relation to the sex of the applicant;
- in relation to the age of an applicant;

#### *Relevant exemptions*

The Act provides an exemption in the following areas:

- where there is a genuine occupational qualification required;
- in educational institutions with a religious purpose;
- where job capacity is restricted by impairment and special terms are imposed;
- where special services or facilities are required by people with disabilities that would impose unjustifiable hardship on the school; or
- where special circumstances or impairment would cause unjustifiable hardship.

Some exemptions are absolute, some are not.

## **COLLEGE RESPONSIBILITIES**

The College will:

- Treat seriously and investigate promptly any reports of discrimination;
- Investigate all reports impartially and, as far as possible, confidentially;
- Provide training for all employees and volunteers in both their rights and obligations and the College policies and procedures relevant to discrimination issues;
- Ensure that students are aware of their right to equitable treatment;
- Ensure that anyone who makes a complaint, or witnesses discrimination, is not victimised in any way;
- Guarantee that no employee will be disadvantaged in their employment conditions or opportunities as a result of lodging a complaint.

## **DISCIPLINARY ACTION**

Disciplinary action may be taken against anyone who discriminates against a co-worker and may involve a formal warning, counselling, demotion or dismissal, depending on the circumstances.

Disciplinary action may also be taken against a teacher who discriminates against a student, or a student who discriminates against another student as per the College's Behaviour Management Policy.

## **COMPLAINTS**

Complaints regarding discrimination should be made in writing to the Principal. The Principal will investigate the complaint and respond within 14 days. Complaints that have not been satisfactorily addressed can be taken further to the College Board.

False and/or malicious complaints may lead to legal action being taken against the complainant.