



Inclusion and Diversity Policy (includes Equal Opportunity and Sexual Harassment)

Help for non-English speakers



If you need help to understand the information in this policy, please contact Mount Clear College on 03 5330 1500 or mount.clear.sc@education.vic.gov.au

Purpose

The purpose of this policy is to explain Mount Clear 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. Mount Clear College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. For staff, this policy should be read alongside the Department of Education and Training's [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 Clear 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: humiliating comments or actions about a person's disability.

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

Mount Clear College provides an engaging and caring community where every student and staff member are valued and supported to achieve individual excellence. We pride ourselves on giving every student every opportunity to exceed their potential by providing a high-quality pathway to

success. Engagement with the community and promotion of diversity are valued at Mount Clear College. Our staff provide excellent learning environments that are safe, engaging and stimulating, and promote individual wellbeing as essential achieving educational success.

Mount Clear 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 Clear 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 Clear 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 Clear 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, year level celebrations and whole school activities including camps and excursions) 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.

Mount Clear College has a strong commitment to celebrating, and has a whole school commitment to, diversity. Whole school programs are implemented to ensure current and up to date education is delivered to support and ensure all students feel valued and safe within our school environment.

Mount Clear College has a range of whole school initiatives and programs that promote inclusion and diversity including:

- Respectful Relationships Rights and Resilience Curriculum
- School Wide Positive Behaviour Framework
- Restorative Practices
- Safe Schools
- Diversity celebration days
- Professional Learning for staff focused on inclusive language and inclusive curriculum

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 Clear College. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Anti-Bullying and Anti-Harassment* 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.

Students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour in line with our current whole school Positive Behaviour Matrix and School Wide Positive Behaviour Framework and restorative practices.

Reasonable adjustments for students with disabilities

Mount Clear College also understand 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 including telephone calls, correspondence and emails. 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 Wellbeing and Engagement* policy or contact the Inclusion Support Coordinator for further information.

Communication

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

- A link to the policy is included in the staff handbook provided to staff during induction
- Policy updates are discussed at staff meetings/briefings and advised on the Bulletin
- Made available publicly on our school website <https://mountclearcollege.vic.edu.au/policies-and-documents>
- A link to all school policies is included in transition and enrolment packs
- Students and families will be notified of updates via Compass
- School Council
- Included as annual reference in the school newsletter
- Made available in hard copy from school administration upon request

Related Policies and Resources

- Student Wellbeing and Engagement Policy
- Anti Bullying and Anti Harassment Policies
- School Wide Positive Behaviour Matrix and Framework

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:

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

Review Cycle and Evaluation

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Person Responsible	Assistant Principal Programs, Student Services Coordinator
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