

## PURPOSE

The purpose of this policy is explain Rubicon Outdoor Centre's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Rubicon Outdoor Centre strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

## POLICY

### Definitions

*Personal attribute:* a feature of a person's background or personal characteristics that is protected by State or Commonwealth anti-discrimination legislation. For example: race, disability, sex, sexual orientation, gender identity, religion etc.

### Inclusion and diversity

Rubicon Outdoor Centre 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.

Rubicon Outdoor Centre 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.

Rubicon Outdoor Centre will:

- ensure that all students and members of our school community are treated with respect and dignity
- ensure that students are not discriminated against and where necessary, are accommodated to participate in education and all school activities 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.

Rubicon Outdoor Centre is committed to supporting and respecting all aspects of a student's identity.

Bullying, harassment and other forms of inappropriate behaviour targeting individuals because of their personal attributes will not be tolerated in our school community. 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.

Rubicon Outdoor Centre will take appropriate measures, consistent with its *Student Wellbeing and Engagement* and *Bullying* policies to respond to discriminatory behaviour or harassment at our school.

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.

Rubicon Outdoor Centre also understands that it has a special obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist all students to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities through our Student Support Group processes in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. For more information about support available for students with disabilities, please refer to our school's *Student Wellbeing and Engagement* policy for further information.

## RELATED POLICIES AND RESOURCES

[Student Wellbeing and Engagement, Statement of Values and Bullying policies](#)

- School Policy and Advisory Guide:
  - [Inclusive Education](#)
  - [Koorie Education](#)
  - [Teaching Aboriginal and Torres Strait Islander Culture](#)
  - [Safe Schools](#)
  - [Supports and Services](#)
  - [Program for Students with Disabilities](#)

## REVIEW PERIOD

This policy was last updated on 13/9/2018 and is scheduled for review in September 2021

## Implementation guide

<p>Is it compulsory for all Victorian government schools to have a policy addressing this issue?</p>	<p>No, this school policy is optional but is recommended. NOTE: Schools are encouraged to use their <a href="#">Inclusion Boost</a> funding in 2018 to develop or refresh their Inclusion and Diversity Policy.</p>
<p>Does this policy have to be approved by school council?</p>	<p>No</p>
<p>Recommended consultation</p>	<p>It is recommended that school council be consulted and its views should be taken into account when you adopt this policy, as the sections in this template that are marked in yellow should be tailored to your school community and your school may wish to add additional statements or information to support inclusion and diversity.</p>
<p>What is the basis of this policy?</p>	<ul style="list-style-type: none"> <li>• <i>Equal Opportunity Act 2010 (Vic)</i></li> <li>• <i>Charter of Human Rights and Responsibilities Act 2006 (Vic)</i></li> <li>• <i>Disability Discrimination Act 1992 (Cth)</i></li> <li>• <i>Racial Discrimination Act 1975 (Cth)</i></li> <li>• <i>Sex Discrimination Act 1984 (Cth)</i></li> <li>• <i>Age Discrimination Act 2004 (Cth)</i></li> </ul>
<p>Recommended review cycle</p>	<p>3-4 years</p>