



# Anti-Discrimination Policy

## POLICY STATEMENT

Abbotsford Community Centre will provide a fair and supportive environment that promotes personal respect, values diversity, and provides physical and emotional safety and which is free from all forms of discrimination, discriminatory practice and beliefs.

## DEFINITION

Discrimination refers to any behaviour or practice based upon an assumption that one group is superior to another, any behaviour that disadvantages people on the basis of the real or perceived membership of a particular group, and includes behaviour such as less favourable treatment, unfair exclusion, and asking discriminatory questions.

## RATIONALE

Discrimination in any form is unacceptable. As educators, we have a responsibility to provide teaching and learning environments that are free from discrimination in all forms, including those based on race, ethnicity, gender, ability, disability, sexuality and religion.

## IMPLEMENTATION

- All staff will be made aware of the legislative requirements relating to discrimination.
- All staff will model and practice appropriate non-discriminatory behaviour.
- Staff, students and members of the community will be familiar with the school's approach to anti-discrimination and will be provided with information relating to their rights and responsibilities.
- Our school will ensure that all groups who are affected by decision-making outcomes are consulted, their input will be treated fairly, and decision-making processes and outcomes will be meritorious and free from discrimination.
- All decision-making processes will be open to scrutiny, with processes for appealing decisions and for regularly reviewing processes to be adopted.
- All claims of discrimination will be treated confidentially, documented, and promptly and constructively addressed.
- Unresolved issues may be referred by the Director, or either party involved, to the appropriate authorities.
- The rights and sensitivities of all individuals will be protected.
- Centre staff, and the management committee will communicate in plain language, avoiding unnecessary jargon, and also use other means of reaching parents with literacy difficulties such as open meetings, assemblies etc.
- Curriculum content will be free of discriminatory content, but will analyse the effects of discrimination and assist students to develop attitudes and skills that discourage, challenge and report discriminatory practices



## CONSIDERATIONS

Education and Care Services National Law & Regulations	National Quality Standards & Elements	Links to other Service Policies	Other Documentation/ Evidence
	Standards 1.2, 4.2, 5.1, 6.1, 6.2,  Elements 1.2.1, 1.2.3, 4.2.2, 5.1.2, 6.1.3, 6.2.2	<ul style="list-style-type: none"> <li>- Antbullying policy</li> <li>- Management of Complaints policy</li> <li>- Confidentiality policy</li> <li>- Communication with families policy</li> </ul>	<ul style="list-style-type: none"> <li>- Program content</li> <li>- Family Resources located on the website</li> <li>-Parent handbook</li> <li>- Staff Handbook</li> </ul>

## ENDORSEMENT BY THE SERVICE

**Approval date: August 2022** \_\_\_\_\_

**Date for Review: August 2023** \_\_\_\_\_