INCLUSION AND DIVERSITY (includes Equal Opportunity and Sexual Harassment)

POLICY

PURPOSE

The purpose of this policy is to explain Karingal Primary School's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. This policy should be read alongside the following Department of Education and Training policies:

- Equal Opportunity and Human Rights - Students
- For staff, the 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 Karingal Primary School.

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: an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

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

Karingal Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Karingal Primary School recognises and embraces a diverse Australian population. We acknowledge that our own school community – students, teachers, other staff, families and the wider community, encompass a broad range of diversity and we ensure that our curriculum and extra curricular programs support and celebrate that diversity.

At Karingal Primary School, we value the richness that a diverse community brings. We value the new learning experiences that students can gain, the new perspectives about the world that people bring to our community, the different stories that can be shared. We believe that a diverse community fosters tolerance and understanding of difference, and that education is enhanced by a community that supports and celebrates difference.

In particular, we recognise the significant cultural and linguistic diversity of our community, people with different religious beliefs, and people from different ethnic backgrounds. We acknowledge people and elders past and present of the Kulin Nation, the traditional owners of the land on which Karingal Primary School is situated.

At Karingal Primary School, we understand that people have come to Australia in many ways, as original inhabitants, as early migrants, as recent arrivals, as refugees, through adoption, and through family sponsorship. We acknowledge that refugee families may have survived trauma in their own country, and now face learning all the ways of a new society, as well as a new language, new food and new cultures.

We understand that people have different levels of ability; physical, sensory, intellectual and learning. We know that people can have periods of impairment of different extents, and that people can experience more than one disability at a time.

At Karingal Primary School, we recognise that there are many different ways to make a family –single parent families, families with two or more homes, adoptive families, foster families, families with two mums or two dads, intergenerational families, families who live with other families in group homes, families who live in the same place forever, and families who move around a lot. We understand that there are sometimes unstable times in families, and this may cause a change of homes and changes in family structure. We acknowledge that occasionally families may be without a home for a period of time.

We acknowledge that people identify in different ways and have different orientations, and that gender stereotypes are not useful. In particular, we encourage students to be happy with who they are and what they want to be.

We understand that at different times in life, people can be subject to economic distress, and we strive to provide support in a variety of ways to minimize the impact on students' learning and wellbeing is not affected.

At Karingal Primary School we recognise that students and families can suffer illness that is short-term or long-term, and we also understand that different people in the community may experience a period of mental ill-health at some point in their lives. We know that there are many children with food and other allergies, and we ensure that they are as safe as possible at all times.

Karingal Primary School 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.

Karingal Primary School 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 Karingal Primary School 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.

Karingal Primary School 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, national celebrations, assembly) 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.

Karingal Primary School shows its commitment to diversity through:

- Harmony and Friendship Day
- RIPRR school leaders and team
- RIPRR Award
- Restorative Practices
- Respectful Relationships

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 Karingal Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying* 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, through our Restorative Practices approach and Respectful Relationships.

Reasonable adjustments for students with disabilities

Karingal Primary School also understands 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. 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 Joanne Devota-Rando (primary Welfare Officer and/or Jacquie Schneider (Assistant Principal-Acting), for further information.

COMMUNICATION

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

- Available publicly on our school's website
- Discussed at annual staff briefings/meetings
- Discussed at student forums
- Included in transition and enrolment packs
- Discussed at parent information nights/sessions
- Hard copy available from school administration upon request

RELATED POLICIES AND RESOURCES

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:

- Equal Opportunity and Human Rights - Students
- Students with Disability
- Koorie Education
- Teaching Aboriginal and Torres Strait Islander Culture
- Safe Schools
- Supports and Services
- Program for Students with Disabilities

POLICY REVIEW AND APPROVAL

Policy last reviewed	February 2026
Approved by	Principal: Samantha Cooke
Next scheduled review date	February 2029