



## Anti-Discrimination Policy

<b>Purpose:</b>	Redlands College is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur.	
<b>Scope:</b>	Students and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements	
<b>Status:</b>	Approved	<b>Supersedes:</b> Policy – Anti-Discrimination and Sexual Harassment 03/05/2017
<b>Authorised by:</b>	Principal	<b>Date of Authorisation:</b> 1 Mar 2018
<b>References:</b>	<ul style="list-style-type: none"><li>• <a href="#"><i>Anti-Discrimination Act 1991 (Old)</i></a></li><li>• <a href="#"><i>Australian Human Rights Commission Act 1986 (Cth)</i></a></li><li>• <a href="#"><i>Age Discrimination Act 2004 (Cth)</i></a></li><li>• <a href="#"><i>Disability Discrimination Act 1992 (Cth)</i></a></li><li>• <a href="#"><i>Racial Discrimination Act 1975 (Cth)</i></a></li><li>• <a href="#"><i>Sex Discrimination Act 1984 (Cth)</i></a></li></ul>	
<b>Associated documents:</b>	<ul style="list-style-type: none"><li>• Position Statement on the Integration of Faith, Practice and Vocation</li><li>• Redlands College Sexual Harassment Policy</li><li>• Redlands College Workplace Bullying Policy</li><li>• Redlands College Student Code of Conduct</li><li>• Redlands College Employee Code of Conduct</li><li>• Complaint Handling Policy</li><li>• Employer's toolkit – Resources for building an inclusive workplace, <i>Anti-Discrimination Commission Queensland, (2013)</i></li></ul>	
<b>Review Date:</b>	Biennial	<b>Next Review Date:</b> 1 Mar 2020
<b>Policy Owner:</b>	Executive	

## Policy Statement

All students and employees at Redlands College have the right to learn and work in an environment free from unlawful discrimination. Redlands College will provide a fair and safe learning and teaching environment where all students and employees have equal opportunities.

Redlands College is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur, including possible disciplinary action. Any instances of discrimination should be reported under the Redlands College Complaint Handling Policy.

In accordance with relevant law, Redlands College will act to prohibit unlawful discrimination towards its students and employees, on the basis of “protected attributes” relevant to the College, whilst students and employees are engaging in their education and work at Redlands College. Both direct and indirect unlawful discrimination are prohibited.

In accordance with the relevant law, Redlands College prohibits unlawful discrimination against students in all facets of education at Redlands College, including:

- admission and enrolment applications
- terms of admission and enrolment
- variation of the terms of a student's enrolment
- denial or limitation of benefits normally resulting from enrolment
- exclusion or suspension of students
- assessment and examination
- access to resources and facilities
- treatment of a student in regard to training or instruction

In accordance with the relevant law, Redlands College prohibits unlawful discrimination against employees undertaking all categories of work, whether it be full-time, part-time, permanent, fixed-term, casual, work experience, vocational placement or voluntary, and in every aspect of work, including:

- recruitment
- terms and conditions
- training
- promotion
- termination of employment

The preservation of the College's Christian objectives and ethos necessitates that some exemptions provided for in the Anti-Discrimination Act 1991 (Qld), be applied. Since it is part of the operation of Redlands College that all staff (teaching and non-teaching) have a pastoral responsibility for all students, the College may lawfully exclude applicants who do not uphold Christian beliefs and values from employment positions because this is a genuine occupational requirement for an employee of this school.

## Definitions

- **Direct discrimination:** Direct discrimination on the basis of an attribute happens if a person treats, or proposes to treat, a person with an attribute less favourably than another person without the attribute is or would be treated in circumstances that are the same or not materially different.
- **Indirect discrimination:** Indirect discrimination on the basis of an attribute happens if a person imposes, or proposes to impose, a term –
  - a) with which a person with an attribute does not or is not able to comply
  - b) with which a higher proportion of people without the attribute comply or are able to comply
  - c) that is not reasonable.

## Responsibilities

### School Responsibilities

The legislation establishes a legal responsibility on employers to provide workplaces free from discrimination.

Redlands College takes reasonable steps to prevent unlawful discrimination in the school, as follows:

- Develop and implement an anti- discrimination policy to assist in preventing any instances of discrimination.
- Educate and train relevant employees to assist in preventing any instances of discrimination and to appropriately respond to any instances of discrimination.
- Establish appropriate grievance and complaints procedures via its Redlands College Complaint Handling Policy to appropriately respond to any instances of discrimination.
- Encourage employees and students to contribute to a healthy workplace culture to assist in preventing any instances of discrimination.

### Student and Employee Responsibilities

All students and employees at Redlands College have a responsibility not to engage in discriminatory conduct and to uphold the College's policy.

If students or employees believe that this type of behaviour is occurring in the school, they should make a complaint under the College's Complaint Handling Policy.

**Managers** have a particular obligation to model appropriate behaviour, promote this policy, and monitor the work environment.

If discrimination is reported or observed, a Manager will:

- 1) speak to the parties involved as soon as possible, gather information and seek a satisfactory resolution;
- 2) follow the College's Complaint Handling Policy if issues cannot be resolved or the unreasonable behaviour is considered to be of a serious nature.

## **Consequences for Breach**

A staff member breaching this policy is acting contrary to the Christian ethos of the College and putting the health and safety of others at risk. Possible responses by the College may include serious disciplinary action such as the dismissal of the staff member in breach.