

EQUAL OPPORTUNITY

The Academy is committed to promoting equal opportunity and diversity, and ensuring freedom from unlawful discrimination, harassment and bullying for staff and students.

Details of relevant legislation and Academy processes are available below.

POLICY AND PROCEDURE: EQUAL OPPORTUNITY, ACCESS AND EQUITY

Endorsed by	Academic Board 12-01
Date created	January 2012 (based on existing documents)
Revision date(s) and scope	April 2014 – reformatted for consistency
Review date(s)	January 2015
Next review date	January 2018

Scope

This policy applies to all staff, students and visitors to the Academy.

Policy Statement

Equal opportunity laws protect people from discrimination, sexual harassment and racial and religious vilification. The Academy enforces these laws. Under the *Equal Opportunity Act 2010 (Vic)* it is illegal to discriminate against someone because of the sexual harassment or discrimination on the grounds of:

- Age
- Carer status, family responsibilities, parental status
- Disability
- Employment activity
- Gender identity, lawful sexual activity, sexual orientation
- Industrial activity
- Marital status
- Physical features
- Political belief or activity
- Pregnancy, breastfeeding
- Race
- Religious belief or activity
- Sex
- Personal association with someone who has, or is assumed to have, one of these personal characteristics.

It is also against the law to sexually harass someone or to victimise them for speaking up about their rights, making a complaint, helping someone else make a complaint or refusing to do something that would be contrary to the Equal Opportunity Act.

Procedure

Any student or staff member who believes they are experiencing harassment or discrimination on any of the above grounds, or are the victim of bullying, should inform the Administration Office, which will refer the matter to one of the Academy's Contact Officers. The Contact Officer will act as a support person and provide information on the individual's rights, the options and strategies available and the likely outcomes.

More information on equal opportunity is available at www.humanrightscommission.vic.gov.au