



*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* 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

Peninsula Specialist College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

We are 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.

We acknowledge and celebrate 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 PSC 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.

Peninsula Specialist College will:

- ensure that all students and members of our school community are treated with respect and dignity
- 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 incursions, concerts, excursions, camps, special whole school events) 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.



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are:

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

## POLICY REVIEW AND APPROVAL

Policy last reviewed	10/02/2024
Consultation with School Council	
Approved by	Principal