



## Inclusion and Diversity Policy

### Purpose:

The purpose of this policy is to explain Whittlesea Secondary College's commitment to making sure every member of our College 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 policies:

- [Equal Opportunity and Human Rights - Students](#)
- For staff, the [Respectful Workplaces](#) policies
- [Equal Opportunity – Employees](#), [Sexual Harassment – Employees](#)
- [Workplace Bullying](#))

as these whole of Department policies apply to all staff at Whittlesea Secondary College.

### 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:**

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

Whittlesea Secondary College is committed to creating a College community where all members of our College 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 the College.

Whittlesea Secondary College acknowledges and celebrates the diversity of backgrounds and experiences in our College community and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Whittlesea Secondary College 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.

Whittlesea Secondary College 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 College activities (eg sports, concerts, production, events etc ) 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.

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 Whittlesea Secondary College. 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 College.

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

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.



## **Reasonable Adjustments for Students with Disabilities:**

Whittlesea Secondary College 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 College 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 College's **Student Wellbeing and Engagement Policy** for further information.

## Communication:

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

- Provided to staff at induction and included in staff handbook/manual
- Discussed at staff meetings/briefings as required
- Discussed at Student Forums
- Made available publicly on our College website
- Included in transition and enrolment packs
- Included as annual reference via COMPASS
- Made available in hard copy from College administration upon request

## Further Information and Resources:

Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- [Equal Opportunity and Human Rights - Students](#)
- [Preventing and Addressing Racism in Schools](#)
- [Koorie Education](#)
- [LGBTQIA+ Student Support](#)
- [Student Engagement](#)
- [Students with Disability](#)
- [Disability Inclusion Funding and Support](#)
- [Disability Inclusion Profile](#)
- [Safe Schools](#)
- [Child Safe Standards](#)



Whittlesea Secondary College Policies

- [Student Wellbeing and Engagement Policy](#)
- [Student Voice and Agency Policy](#)

## Policy Review and Approval:

<b>Policy last reviewed</b>	March 2026
<b>Consultation</b>	Principal Executive, Leadership
<b>Policy approved</b>	Principal
<b>Next scheduled review date</b>	March 2029