

Anti-Discrimination Policy

Purpose:	Jabiru Community College is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur.	
Scope:	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	
Status:	Approved	Supersedes: Aug 2023
Authorised by:	Co-Principals	Date of Authorisation: 1/11/2025
References:	• Anti-Discrimination Act 1991 (Qld) • Australian Human Rights Commission Act 1986 (Cth) • Disability Discrimination Act 1992 (Cth) • Disability Standards for Education 2005 (Cth), including Guidance Notes • Australian Education Act 2013 (Cth) The updated version of the following Policy or Procedure can be read and acknowledged in your Employment Hero or upon request. This includes Policies mentioned throughout this document • JCC Child Protection Policy • JCCStaff Code of Conduct • JCC Complaints Handling Policy • JCC Privacy Policy	
Review Date:	Every 3 years	Next Review Date: November 2028
Policy Owner:	Co-principals	

Policy Statement

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

Jabiru Community 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 Jabiru Community College Complaints Handling Policy.

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

In accordance with the relevant law, Jabiru Community College prohibits unlawful discrimination against students in all facets of education at Jabiru Community 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, Jabiru Community 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

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.

Student and Employee Responsibilities

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

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

Implementation

Jabiru Community 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 Complaints Handling Policy to appropriately respond to any instances of discrimination.
- Remove any discriminatory or offensive materials, rules and practices to assist in preventing any instances of discrimination.
- Encourage employees and students to contribute to a healthy workplace culture, to assist in preventing any instances of discrimination.