

Anti-Discrimination Policy

First Issued

13/7/06

Board Policy 10.3/11.6

- a) Aim to create a Christian working environment, which is free from unlawful discrimination, where all members of the College Community are treated with dignity, courtesy, honour, compassion and respect.
- b) Promote appropriate standards of conduct at all times.
- c) Develop written policies and processes for dealing with unlawful discrimination.
- d) Implement training and awareness-raising strategies to ensure that everyone knows their rights and responsibilities.
- e) Where necessary Encourage reporting of inappropriate behaviour and provide an effective procedure for resolving complaints in a sensitive, fair and timely manner and as confidentially as possible.

4.5. The College recognises that Commonwealth anti-discrimination legislation protect individual and group attributes, however there are some exemptions that allow religious based schools and educational institutions to discriminate against certain protected attributes. These protected attributes and the relevant exemptions are defined in legislation.

a) For staff, tutors and external coaches, any exemption would be based on, but not limited to, staff lifestyle requirements as set out in the Staff Code of Conduct Policy 11.1. The College is established for religious purposes and conducted in accordance with the Christian worldview, including but not limited to the Anglican Church of Australia's Statement of Faith³ and the Anglican Church of New Zealand's Declaration of Faith⁴, and any positional statements published by the aforementioned. In their professional life staff are to conduct themselves in a way that is necessary to avoid injury to the religious beliefs of the Anglican Church of New Zealand, the Anglican Church of Australia, the Anglican Church of Canada, the Anglican Church of the Southern Cone of Africa, the Anglican Church of the Pacific, the Anglican Church of the United States and the Anglican Church of the United Kingdom.

b) For students or prospective students, it the College may2649.06 Tm0 g0 Gf1 0 0 1 7W*nBT/F1 7.98

- d) Obligated to make sure that confidentiality is maintained where instances of unlawful discrimination are alleged.
- e) Obligated to report back to the complainant within the allotted timeframe.

4.8. Staff, Volunteers, Parents/Carers, Students and Visitors are

- a) Obligated to ensure that they do not discriminate unlawfully against or harass other Staff, Volunteers, Parents/Carers, Students and Visitors.
- b) Expected to report to the appropriate people if they become aware of incidents harassment or unlawful discrimination.

5. Process

5.1. Anyone who has been unlawfully discriminated against should contact one of the following designated anti-discrimination officers in the College who have been nominated to give advice and/or investigate complaints:

- a) Student Services Co-ordinator
- b) Chief Operations Officer

5.2. The complainant may be asked to put the complaint in writing. The Officer will carefully investigate the complaint and will report to the complainant within 14 days on the results of his/her investigation.

5.3. If the complainant is not satisfied with the manner in which the complaint has been dealt with then the complainant has recourse to the Anti-Discrimination Appeals Officer, (Deputy Chairman of the College Board).

5.4. False and/or malicious complaints may lead to legal action being taken against the complainant.

11.3 Prevention of Workplace Harassment

11.4 Grievances and Disputes

11.5 Employment Terms and Conditions

7. Policy Review

7.1. This **policy** will be reviewed every 2 years unless otherwise advised.

[REDACTED] 2/03/22

4 Policy

Compliance
Officer

Removal of reference to %[^!·] a/S^+

