



# TIWI COLLEGE

## Anti-Discrimination Policy

### **Legislation and Definition:**

- Discrimination refers to any behaviour or practice based upon an assumption that one group is superior to another, any behaviour that disadvantages people on the basis of the real or perceived membership of a particular group, and includes behaviour such as less favourable treatment, unfair exclusion, and asking discriminatory questions which harm or offend others.
- Discrimination is unlawful under the Federal Anti-Discrimination Act of 1977, the Federal Racial Discrimination Act of 1975, the Sex Discrimination Act of 1984, the Human Rights and Equal Opportunity Commission Act of 1986 and the Federal Disability Discrimination Act of 1992.
- Under the Anti-Discrimination Act of 1977 people should not be treated unfavourably in any way because of their:
  - Socioeconomic status
  - Cultural and linguistic diversity
  - Religious diversity
  - Gender
  - Sexuality
  - Disability
  - Ability
  - Personal characteristics
- Under Federal anti-discrimination laws, discrimination because of someone's criminal record or social origin is also against the law.
- In simple terms, unlawful discrimination is when someone is treated unfavourably because of one of their particular characteristics or because they belong to a particular group.

### **Rationale:**

- The people of the Tiwi Education Board place a high priority on the happiness and well-being of all the staff and students under their Duty of Care. By providing a far reaching anti-discrimination policy, we are ensuring the protection and well-being of all or our community.
- As educators we strive to ensure an equal and successful learning and boarding environment free from unlawful discrimination.
- The Tiwi in general are proud and fair people and thus, the people of Tiwi College have a responsibility to maintain this for our wider community.

### **Aims:**

- To provide a fair and caring environment free from discrimination.
- To provide tuition that helps young Tiwi understand the ramifications of offending behaviours.
- Given the limited scope of our budget and HR, we strive to ensure college resources and practices cater for all.



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## **Implementation:**

### ***College Culture***

- All people have the right to work and learn in a safe and supportive school environment that values diversity; an environment free from bullying, harassment, discrimination and violence.
- All have the right to be treated with fairness and dignity
- Staff, students and members of the College community will be familiar with the College's approach to discrimination.
- All claims of unjust discrimination will be treated confidentially, documented, and promptly and constructively addressed.
- Unresolved school-level issues may be referred by the Principal, or either party involved, to the appropriate authorities.

### ***Teaching & Learning***

- All students have the right to full access to an inclusive education through the curriculum provided at Tiwi College.
- The focus of learning programs should be on the students' abilities and strengths
- All students and their families have the right to expect transparency of process in relation to decisions made about the student.
- A student's situation will not predetermine their educational placement however, due consideration must be given to the ability of Tiwi College to provide reasonable educational adjustments in order to meet specific student needs and disability requirements.
  - What is reasonable in terms of educational adjustments or in meeting a student's special needs may ultimately be governed by the relevant anti-discrimination legislation. Consultation between Tiwi College staff via our Tiwi Liaison Manager and the parents/carers of the student is a critical aspect of placement of a student and should always focus on the placement providing the best possible outcomes for the student.
- All students with disabilities have the right to appropriate curriculum and assessment through the development of an individualised learning plan.
- Curriculum content will be free of unjust discriminatory content and should analyse the effects of unjust discrimination.
- Tiwi College is committed to ensuring that all students can enjoy the benefits of education in a supportive environment.



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## **Complaints & Grievances:**

- It is the responsibility of the Principal to make the College Community aware of the Tiwi College Complaints and Grievances policy and procedures.
- If any person believes that he or she has been unlawfully discriminated against, Tiwi College will take that complaint seriously and investigate it fully and confidentially. Any person making a complaint and any witness to alleged unlawful discrimination shall not be unfairly treated in any way as a consequence of making the complaint or offering any evidence.

### ***For the purpose of this policy:***

- Complaints may be oral or in writing and made in accordance with the Complaints & Grievance Procedure

### Formal Complaints

- Where the procedures outlined in the Complaints & Grievance Procedure of the school fail to resolve the matter to the satisfaction of the complainant, a formal complaint may be lodged.
- These internal procedures do not preclude a complainant from pursuing a complaint through the Human Rights Commission or the Northern Territory Anti-Discrimination Commission.