

Subject: <b>EQUAL OPPORTUNITY POLICY</b>	Policy No: HR11 – Version 1
Covers: <b>ALL EMPLOYEES</b>	Effective: April 2011
	Revised: January 2020
	Review Date: January 2022

**Purpose:** The purpose of this policy is to record the School's commitment to Equal Opportunity in its decisions and operations.

**Scope:** This policy refers to all employment situations and how the School integrates equal opportunity principles within all its decisions and operations.

**Background:** This policy has been established because the School is committed to the examination of all of its policies and practices, as they affect both students and staff, to ensure the elimination of discrimination and harassment on the grounds of sex; pregnancy; race, colour, ethnic or ethno-religious background, descent or national identity; marital status; homosexuality; age; family responsibilities; disability; political conviction or religious belief. The School is committed to supporting the balancing of carers' responsibilities of staff within the workplace. The School is also committed to providing a work and learning environment free from vilification on the grounds of race, homosexuality, transgender or HIV/AIDS status.

**Policy:** It is the policy of the School to provide equal opportunity for all staff and students regardless of sex, pregnancy, race, marital status, homosexuality, age, family responsibilities, disability, political conviction or religious belief.

1. The School has a legal and a moral obligation to provide equal opportunity in employment and a workplace free from discrimination.
2. All executive and senior staff members have accountabilities for the implementation of equal opportunity within the School.
3. The School supports Equal Employment Opportunity (EEO) and provides for all people with the right to be considered for any job for which they are skilled and qualified, ensuring that the best person for the job is employed. Equal Employment Opportunity is based on the principle of recruiting and promoting people on merit.