

Inclusion and Diversity Policy

Summary

Table 1 - Document details

Publication date	February 2023
Review date	February 2026
Related legislation/applicable section of legislation	<ul style="list-style-type: none">• <i>Equal Opportunity Act 2010</i> (Vic)• <i>Charter of Human Rights and Responsibilities Act 2006</i> (Vic)• <i>Disability Discrimination Act 1992</i> (Cth)• <i>Racial Discrimination Act 1975</i> (Cth)• <i>Sex Discrimination Act 1984</i> (Cth)• <i>Age Discrimination Act 2004</i> (Cth)

1. Purpose

The purpose of this policy is to explain Rowville Secondary College's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Rowville Secondary College strives to provide a safe, inclusive and supportive school environment for all students and members of our school community. This policy should be read alongside the following Department of Education and Training policies:

- [Equal Opportunity and Human Rights - Students](#)
- For staff, the [Respectful Workplaces](#) policies (including [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at Rowville Secondary College.

2. Policy

2.2

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

Rowville Secondary College is committed to creating a school community where all members of our school 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 school.

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