



## Inclusion and Diversity

Policy



### Help for non-English speakers

If you need help to understand the information in this policy, please contact the front office on 9744 0500.

### PURPOSE

The purpose of this policy is to explain Sunbury Downs 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.

This policy should be read alongside the following Department of Education and Training policies:

- [Equal Opportunity and Human Rights - Students](#)
- [Disability Act 2006 | legislation.vic.gov.au](#)
- For staff, the [Respectful Workplaces](#) policies  
Including:
  - [Equal Opportunity and Anti-Discrimination](#)
  - [Sexual Harassment](#), and
  - [Workplace Bullying](#).

These are whole of Department policies that apply to all staff at Sunbury Downs College.

### POLICY

#### Definitions

*Personal attribute:* a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

*Direct discrimination:* unfavourable treatment because of a person's protected attribute.

*Indirect discrimination:* imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

*Sexual harassment:* unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make the other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

*Disability harassment:* humiliating comments or actions about a person's disability.

*Vilification:* conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

*Victimisation:* subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) have made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).



## Inclusion and Diversity

### Policy

#### Inclusion and diversity

The College Values of Respect, Resilience, Ambition and Community underpin and guide all interactions between students, parents/carers and staff.

*Our College culture promotes community engagement and personal growth with a particular focus on learning progress and attainment. Students are supported to embrace citizenship and strive for meaningful pathways to further studies and employment. Sunbury Downs College is committed to preparing students to become resilient life-long learners, who appreciate education within a culture of high expectations and authentic respectful relationships.*

Sunbury Downs College is committed to creating a school community where all members are welcomed, accepted and treated equitably and with respect regardless of their background 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.

Sunbury Downs 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 Sunbury Downs College we value the human rights of every person, and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Sunbury Downs College will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students, staff and community members are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (e.g. schools sports and College Production), on the same basis as their peers
- acknowledge and respond to the diverse needs, identities and strengths of all students
- encourage empathy and fairness towards others
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement and wellbeing outcomes for students
- respond to complaints and allegations appropriately and ensure that no-one is victimised.

The College conducts programs and activities that promote inclusion and diversity such as Harmony Day, Wear It Purple Day, IDAHOBIT Day, RUOK? Day, and Love Bites.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour (which may include but is not limited to physical violence, verbal abuse, targeting individuals or groups because of their personal attributes) will not be tolerated at Sunbury Downs College. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying Prevention* policies to respond to students who demonstrate these behaviours at our school.

Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.



## Inclusion and Diversity

### Policy

#### Reasonable adjustments for students with disabilities

Sunbury Downs College also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities.

A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. Our school may consult through Student Support Group processes and in other less formal ways.

For more information about support available for students with disabilities and communicating with us in relation to a student's disability, please refer to our school's *Student Wellbeing and Engagement Policy* or contact our Inclusion Coordinator for further information.

#### RELATED POLICIES AND PROCEDURES

- *Student Wellbeing and Engagement Policy*
- *Bullying Prevention Policy*
- *Statement of Values*

For staff, please see the Department's

- [Equal Opportunity and Anti-Discrimination Policy](#)
- [Sexual Harassment Policy](#), and
- [Workplace Bullying Policy](#)

which apply to all staff working at our school.

Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- [Students with Disability](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

#### REVIEW CYCLE

Policy last reviewed	September 2025
Consultation	Education Sub-committee
Approved by	School Council
Next scheduled review date	September 2028