Purpose

Flinders is implementing this policy to ensure that our community are aware of their right to be treated with equity and fairness, and without discrimination.

Policy scope

This policy applies to parents/carers and students, and people visiting the school site; and to the enrolment of all students and students with disabilities.

Definitions

“Discrimination is treatment or consideration of, or making a distinction in favor of or against, a person or thing based on the group, class, or category to which that person or thing belongs rather than on individual merit.”

Subject to the specific exemptions detailed in State and Federal Anti-Discrimination Laws, discrimination on the following grounds is against the law:

- sex
- pregnancy
- age
- Impairment
- political belief or activity
- social origin
- association with, or in relation to, a person identified based on any of the following attributes:
  - marital status
  - parental status
  - race
  - religion
  - lawful sexual activity
  - social origin
  - trade union activity
  - breast-feeding
  - race
  - religion
  - lawful sexual activity

POLICY CONTENT

Flinders is an equal opportunity organisation, which is committed to providing an environment that is safe.

The policy of the College is to treat all students on their merits, in an environment free of discrimination and harassment. The College does not tolerate any form of discrimination.

If you feel that you have been discriminated against you should contact one of the Head of School or Principal who are able to provide information and/or investigate complaints.

You are likely to be asked to put your complaint in writing. The issue will be carefully investigated and you will receive a response within 14 days on the results the investigation.

If you are not satisfied with the manner in which your complaint has been dealt with then you have recourse to Principal and then in Chair of the Board of Directors.

False and/or malicious complaints may lead to legal action being taken against the complainant.
With regard to students, disciplinary action as per the school’s Behaviour Management or Anti-Bullying Policies may be taken against a student who discriminates against another student.

**ENROLMENT**

*Prospective students*

The College does not discriminate in:

- failing to accept a person’s application for admission as a student;
- the way in which a person’s application is processed;
- the arrangements made for, or the criteria used in, deciding who should be offered admission as a student; or
- the terms on which a person is admitted as a student.

*Current students*

The College does not discriminate:

- in any variation of the terms of a student's enrolment;
- by denying or limiting access to any benefit arising from the enrolment that is supplied by the College; or
- by treating a student unfavourably in any way in connection with the student’s training or instruction.

**Relevant exemptions**

The Act provides an exemption in the following areas:

- in relation to sex or religion if a school operates wholly or mainly for students of a particular sex or religion;
- where selection criteria for an educational program are based on a minimum qualifying age;
- in relation to impairment where people with disabilities require special services or facilities that would impose unjustifiable hardship on the College.

Some exemptions are absolute, some are not.

**STUDENTS WITH DISABILITIES**

This statement should be read in conjunction with the Disabilities Policy.

When there are available places and a student with a disability seeks admission, particular care is taken to ensure that the application is properly considered.

In considering the application the following procedures are followed:

1. The application is discussed with the parents or care-givers and the student (depending on the age of the student).
2. Detailed notes are kept of this meeting and of all subsequent conversations and meetings.
3. The Principal or Registrar speaking with the parents or caregivers will advise them in an open, honest and straightforward manner of the services and facilities available within the College and an inspection of the College’s facilities will be offered at the earliest opportunity.
4. The parent’s views on the additional services and facilities that the student needs will be obtained with verification of this information sought where necessary.
5. The student seeking enrolment will be observed in his/her present setting and the teachers at the school presently attended will be consulted to ascertain the assistance the student is currently receiving. Advice will be sought about the services and facilities that may be required in the future.

6. The Learning Support teacher, and a child psychologist if appropriate, will be involved at an early stage of the process. Formal assessment of the student may be conducted.

7. Any additional services and facilities that may be required will be quantified and costed.

8. It may be necessary to engage an Occupational Therapist, building consultant or architect to obtain detailed costing of modifications that may be needed.

9. It may be appropriate to obtain reports from any Medical Practitioners or other professionals involved in treating or assisting the student.

10. Enquiries will be made to determine if additional funding might be available from the Commonwealth or State Governments. This additional funding may be in the nature of recurrent or capital funding.

If the student requires additional services and facilities because of the disability and the provision of these services and facilities by the College would cause unjustifiable hardship, the enrolment may be refused by the Principal on that basis. Before this step is taken, the family seeking enrolment will be given advice about the College’s preliminary view and offered the opportunity to comment.

**COLLEGE RESPONSIBILITIES**

The College will:

- Treat seriously and investigate promptly any reports of discrimination;
- Investigate all reports impartially and, as far as is possible, confidentially;
- Ensure that students are aware of their right to equitable treatment;
- Ensure that people/students who make complaints, or witness an instance of discrimination, are not victimised in any way;

**Related Policies and Documents**

- Disabilities Policy
- Enrolment Policy

**Contact**

Principal

**Developed:** June 2001  
**Last reviewed:** December 2013  
**Next review due:** December 2015  
**Authorised by:** Principal