

ANTI RACISM POLICY

The Intent of the policy is to facilitate an environment in our school that is free from racial discrimination and harassment. To foster this environment everyone within the school community is responsible for:

- Respecting cultural diversity and individual differences amongst staff, students and the community.
- Enhancing their knowledge and understanding of the causes and effects of racism.
- Participating in the development of a school environment, which is free from racism and harassment.

What the school will do:

- Provide an environment in which students learn to value individual difference and treat each other with respect.
- Develop programs to promote an understanding of the cause and effect of racism.
- Integrating knowledge and perspectives of Aboriginal culture in teaching and learning programs.
- Facilitating the grievance process by ensuring complaints of racial discrimination and harassment are dealt with properly.

Dealing with Incidents of Racial Discrimination or Harassment:

1. Investigate the incident fully and document
2. Negotiate the desired outcome with the student.
3. Facilitate the negotiation between parties and attempt to resolve the issue.
4. Document the outcome.