Aims:
St Albans Secondary College aims to:
• Promote recognition and acceptance of everyone’s right to equality of opportunity.
• Establish a non-discriminatory environment for the school community, and (if necessary) provide redress and support for those who are discriminated against.
• Endorse and implement the relevant ministerial guidelines and policies relating to equal opportunity.

Guidelines:
St Albans Secondary College complies with Victorian Legislation. It is unlawful to directly or indirectly discriminate on the basis of:
• Sex
• Age
• Industrial activity
• Disability / impairment
• Sexual orientation
• Marital, parental or carer status
• Physical features
• Race or nationality
• Religious beliefs or activity
• Pregnancy
• Breastfeeding
• Gender identity
• Political belief or activity
• Personal association with someone who has, or is assumed to have one of these characteristics.
The St Albans Secondary College school community is committed to:

• Raising awareness of the educational needs of all students.
• Providing an inclusive and accessible curriculum.
• Creating an environment which is socially and culturally supportive as well as physically comfortable.
• Ensuring that College resource allocation policies and practices are equitable.
• Providing a positive role model in its administrative policies and practices.

**Implementation:**

Strategies for implementation of this policy include the following:

• Appointment of an Equal Opportunity Coordinator.
• Formation of an Equal Opportunity Committee.
• Establishment of a process of redress and support for those discriminated against.
• Awareness raising activities and programs for the school community.
• Curriculum development across the KLAs.
• Online Workplace Discrimination and Sexual Harassment training course.
• Provision of relevant information to staff, students and members of the school community.