



## Equal Opportunity and Anti-Discrimination Policy

### RATIONALE

The purpose of this policy is to show our commitment to the following:

The whole of Department Equal Opportunity (and Anti-Discrimination) policy is now available on [HR Web - Equal Opportunity](#). This policy applies to **all Department workplaces including schools**.

DET has determined that schools should **not** develop local policies on Equal Opportunity for staff but instead should follow the whole of Department policy.

The Department encourages school councils to follow the Department's [Equal Opportunity Policy and Anti-Discrimination Policy](#) for all school council employees, contractors and volunteers to ensure the same expectations of all people working in the same environment. It is recommended that a motion be passed by the school council to formalise this. Some recommended words for this action, to be recorded in the school council minutes, are:

"That School Council approves the adoption of the Department's Equal Opportunity and Anti-Discrimination Policy for all school council employees, volunteers and contractors engaged by the school council.

Moved:

Seconded:

Accepted

See separate page on the Portal for the Department's [Sexual Harassment Policy](#) and [Workplace Bullying Policy](#) which applies to all Department workplaces including schools.

### POLICY REVIEW AND APPROVAL

Policy last reviewed	February 2020
Approved by	Principal
Next scheduled review date	February 2024