

PO-PHW-100 Anti-discrimination

Purpose

Parklands Christian College is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur.

Scope

Students and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements.

Definitions

| Term | Definition |
|-------------------------|---|
| Direct Discrimination | Under section 10 of the Anti-Discrimination Act 1991 (QLD), direct discrimination on the basis of an attribute happens if a person treats, or proposes to treat, a person with an attribute less favourably than another person without the attribute is or would be treated in circumstances that are the same or not materially different. |
| Indirect Discrimination | Under section 11 of the Anti-Discrimination Act 1991 (QLD), indirect discrimination on the basis of an attribute happens if a person imposes, or proposed to impose, a term: <ul style="list-style-type: none"> ▪ With which a person with an attribute does not or is not able to comply; and ▪ With which a higher proportion of people without the attribute comply or are able to comply; and ▪ That is not reasonable |

POLICY STATEMENT

All students and employees at Parklands Christian College have the right to learn and work in an environment free from unlawful discrimination. Parklands Christian College will provide a fair and safe learning and teaching environment where all students and employees have equal opportunities.

Parklands Christian College is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur, including possible disciplinary action. Any instances of discrimination should be reported under the 3.22 Policy - Dispute Resolution.

In accordance with relevant law, Parklands Christian College will act to prohibit unlawful discrimination towards its students and employees, on the basis of "protected attributes" relevant to the school, whilst students and employees are engaging in their education and work at Parklands Christian College. Both direct and indirect unlawful discrimination are prohibited.

In accordance with the relevant law, Parklands Christian College prohibits unlawful discrimination against students in all facets of education at the College, including:

- Admission and enrolment applications
- Terms of admission and enrolment
- Variation of the terms of a student's enrolment

- Denial or limitation of benefits normally resulting from enrolment
- Exclusion or suspension of students
- Assessment and examination
- Access to resources and facilities
- Treatment of a student in regard to training or instruction

In accordance with the relevant law, Parklands Christian College prohibits unlawful discrimination against employees undertaking all categories of work, whether it be full-time, part-time, permanent, fixed-term, casual, work experience, vocational placement or voluntary, and in every aspect of work, including:

- Recruitment
- Terms and conditions
- Training
- Promotion
- Termination of employment

RESPONSIBILITIES

School Responsibilities

The legislation establishes a legal responsibility on employers to provide workplaces free from discrimination.

Parklands Christian College takes reasonable steps to prevent unlawful discrimination in the school, as follows:

- Develop and implement an anti-discrimination policy to assist in preventing any instances of discrimination.
- Educate and train relevant employees to assist in preventing any instances of discrimination and to appropriately respond to any instances of discrimination.
- Establish appropriate grievance and complaints procedures via the Dispute Resolution Policy and Procedures to appropriately respond to any instances of discrimination.
- Remove any discriminatory or offensive materials, rules and practices to assist in preventing any instances of discrimination.
- Encourage employees and students to contribute to a healthy workplace culture to assist in preventing any instances of discrimination.

Student and Employee Responsibilities

All students and employees at Parklands Christian College have a responsibility not to engage in discriminatory conduct and to uphold the school's policy.

If students or employees believe that this type of behaviour is occurring in the school, they should make a complaint under the school's Dispute Resolution Policy.

SPECIFIC EXEMPTIONS

Christian schools are places where children are brought up to understand the values and teachings of the Bible, especially as exemplified in the life of Christ. Part 4, Subdivision 2 of the Anti-Discrimination Act 1991 (QLD) recognises that schools like Parklands Christian College are religious institutions.

Parklands Christian College makes deliberate choices in employing staff who will teach and model this faith. Section 25 of the Anti-Discrimination Act 1991 (QLD), and in relation to employees, schools under direction or control of a body established for religious purposes may have an exemption due to the nature of their institution and therefore may be permitted to discriminate toward employees in the work area, if there is a genuine occupational requirement to do so, on the basis of the relevant attribute which may not include age, race or impairment.

Parklands wants students not only to know about this faith, but to live it. We believe our community prospers best, when people reflect the character of Christ in their own lives. In the expression of human sexuality, that includes deliberate choices for heterosexual, monogamous relationships, expressed through marriage. We believe God has clearly shown that these relationships are best for individuals, families and children and the whole community.

Parklands insist that those who would be role models to young people should not only know about Christianity, but must reflect its values, principles and beliefs in their lives. We know that no-one is perfect - in fact, that's the vital first step to understanding why Jesus is so significant and His sacrifice so profound. But once a Christian has made a commitment to live according to that belief, the evidence of that commandment is a life transformed in accordance with the teaching of the Bible.

This whole-of-life commitment is especially important for those who would teach and model them to young people in our college.

Thus, the Act recognises that Christian schools, like Parklands, may deliberately 'discriminate' except on the basis of age, race or impairment. The college requires that all employees should subscribe to the biblical basis of its articles of association.

In the matter of enrolments, the doors of the College are always open to students of any background, whose parent/guardians wish their children to learn of Christ with an open mind, and are prepared for them to enter willingly and fully into the spiritual life of the College.

Parklands Christian College is committed to upholding the law.

The College is committed to the authority and inspiration of the Bible in matters of personal faith and behaviour.


The College believes that everyone should show respect, love and consideration for others. We believe that, without exception, every human being is a valuable person created by God in his image and thus possesses inherent dignity. Consequently, we are called to love and treat every person with genuine respect.

Therefore, all members of the College community are expected to act with kindness and positive regard for the wellbeing of each person and to practise respect for all people at all stages of life. This manner of living obeys Jesus' commandment to show love for others. It is evidenced by encouraging and building up others, showing compassion, demonstrating unselfishness, and displaying patience.

Harassment of any person is unacceptable. Differences of opinion on any issue are not only permissible, but are expected and are frequently encouraged as part of the educational process.

However, dialogue about differences should always be conducted with reason, consideration for the feelings of others and recognition of Parklands Christian College as a unique, faith-affirming community called to serve the diverse society in which we live.



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| Category | <input type="checkbox"/> | Business excellence and governance | BEG | |
| | <input checked="" type="checkbox"/> | People, health & well-being | PHW | |
| | <input type="checkbox"/> | Students | STU | |
| | <input type="checkbox"/> | Infrastructure, material resources & environment | INF | |
| | <input type="checkbox"/> | Staff | STA | |
| | <input type="checkbox"/> | Learning | LEA | |
| | <input type="checkbox"/> | School community | COM | |
| | <input type="checkbox"/> | Emergency response | EMR | |
| Related procedures | PC-PHW-101 | Anti-discrimination | | |
| | PC-PHW-102 | Disability integration | | |
| Related forms | | | | |
| | | | | |
| Legislation and other requirements | | | | |
| Policy owner | College Board | Authorised by Signature | Board chair | |
| | | |  | |
| Date | 14.06.2024 | Next review date | April 2026 | |
| | | | | |
| Distribution | <input checked="" type="checkbox"/> Board members | <input checked="" type="checkbox"/> Teaching staff | | |
| | <input checked="" type="checkbox"/> Administration staff | <input checked="" type="checkbox"/> Student services | | |
| Risk category | HIGH | MEDIUM | LOW | |
| Revision cycle | 1 year | 2 years | 3 years | |
| Revision history | Version number | Date | Version number | Date |
| | 0.1 | April 2024 | 3.0 | |
| | 1.0 | | 4.0 | |
| | 2.0 | | 5.0 | |