



# Anti-Discrimination and Equal Opportunity Policy

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## Policy

The Beehive Montessori School is committed to providing the School community with equal opportunity for education and employment.

The School is also committed to protecting all members of the School community from discrimination and will act to prevent, identify and manage situations that could result in discrimination.

## Background

All people have a right to equal opportunity and freedom from discrimination. This includes discrimination on the grounds of race, gender, sexuality, religion, disability and physical attributes.

The School values diversity and tolerance.

This policy is to respond to the potential for discrimination and to ensure that the School complies with relevant laws and legislation.

## Implementation

1. The School Code of Conduct underpins this Policy.
2. The School community shall comply with Australian legislation and laws relating to equal opportunity for education and employment and protection from unlawful discrimination.
3. The Principal and the Board shall ensure that the School complies with Australian legislation relating to equal opportunity for education and employment and protection from unlawful discrimination.
4. The School shall strive to offer equity of access to the School for people with disability and shall raise awareness of the School community to the special access needs of people with disability.
5. The School shall encourage and empower any person who is the subject of, or witness to, discrimination within the School community to report this discrimination to the Principal, or in the case of perceived discrimination by the Principal, to the Board.

## **The Beehive Montessori School Inc.**

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6. The School shall respond in a timely and thorough manner to address the concerns of any person who is the subject of, or witness to, discrimination within the School community and shall encourage any person who is the subject of or witness to discrimination within the School community to use the School's Complaints Policy to resolve their concerns.

Related Documents and Resources

[Equal Opportunity Act \(1984\)](#)

[Sex Discrimination Act 1984](#)

[Age Discrimination Act 2004](#)

[Disability Discrimination Act 1992](#)

[Racial Discrimination Act 1975](#)

Code of Conduct

Gender Inclusive Policy

Admissions Policy

Privacy Policy

Complaints Policy

Staff Code of Conduct

Student Code of Conduct

Approved 15/2/23 by the Board Policy Committee. Next review due 15/2/25