

**Help for non-English speakers**

If you need help to understand the information in this policy, please contact the school Social Worker on 9097 2000

PURPOSE

The purpose of this policy is to explain Western Autistic School's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Western Autistic School strives to provide a safe, inclusive, and supportive school environment for all students and members of our school community.

For staff, this policy should be read alongside the Department of Education and Training's [Respectful Workplaces policies](#) (including [Equal Opportunity and Anti-Discrimination Policy](#), [Sexual Harassment](#) and [Workplace Bullying](#)) as these Department policies apply to all staff working at Western Autistic School.

POLICY**Definitions**

Personal attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction, or personal association with anyone who is identified with reference to any protected attribute.

Direct discrimination: unfavourable treatment because of a person's protected attribute.

Indirect discrimination: imposing an unreasonable requirement, condition, or practice that disadvantages a person or group of people with a protected attribute.

Sexual harassment: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make the other person feel offended, humiliated, or intimidated. It may be physical, verbal, visual or written.

Disability harassment: an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate, or distress the person.

Vilification: conduct that incites hatred towards or revulsion or severe ridicule of a person or a group of people based on their race or religion.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) have made an allegation of harassment or discrimination based on a protected attribute (or asserted their rights under relevant policies or law).

Inclusion and Diversity

Western Autistic School is a government-funded school, which offers an early year's program for approx. 300 young children with autism spectrum disorder in Prep to Grade 3.

Western Autistic School is committed to creating a school community where all members of our school community are welcomed, accepted, and treated equitably and with respect regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability, or sexual orientation so they can participate, achieve, and thrive at school.

Western Autistic School acknowledges and celebrates the diversity of backgrounds and experiences in our school community, and we will not tolerate languages, behaviours, or practices that label, stereotype or demean others. At Western Autistic School we value the human rights of every student, and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Western Autistic School will:

- actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly) and when necessary, are reasonably accommodated to participate in their education and school activities on the same basis as their peers
- acknowledge and respond to the diverse needs, identities, and strengths of all students
- encourage empathy and fairness towards others
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement, and wellbeing outcomes for students
- respond to complaints and allegations appropriately to ensure that students are not victimised.

Bullying, unlawful discrimination, harassment, vilification, and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Western Autistic School. We will take appropriate measures, consistent with our Student Wellbeing and Engagement and Bullying policies to respond to students who demonstrate these behaviours at our school.

Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Reasonable adjustments

Western Autistic School also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. Our school may consult through Student Support Group processes and in less formal ways. For more information about support available for students with disabilities and communicating with us in relation to a student's disability, please refer to our school's *Student Wellbeing and Engagement* policy or contact the Principal for more information.

FURTHER INFORMATION AND RELATED POLICIES:

- Bullying prevention policy
- Student Wellbeing and Engagement policy
- Child Safety Code of Conduct
- Digital Learning policy

For staff, please see Department's [Equal Opportunity and Anti-Discrimination Policy](#), [Sexual Harassment](#) and [Workplace Bullying](#) which apply to all staff working at our school.

Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- [Equal Opportunity and Human Rights- Students](#)
- [Students with Disability](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

POLICY REVIEW AND APPROVAL

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| Policy last reviewed | May 2023 |
| Consultation | NR |
| Approved by | Principal Adele Field |
| Next scheduled review date | May 2027 |