

AICES

Equal Opportunity Policy

AIMS:

- promote recognition and acceptance of everyone's right to equality of opportunity
- eliminate discrimination against a person and/or groups of by prohibiting discrimination on the basis of particular attributes
- provide redress for people who are discriminated against

GUIDELINES:

At AICES it is unacceptable and unlawful to **directly** or **indirectly** discriminate against a person and/or groups of people on the basis of:

- Age
- Industrial activity
- Disability
- Lawful sexual activity/sexual orientation
- Marital status
- Parental status
- Carer status
- Political beliefs and/or activity
- Race
- Religious beliefs
- Personal Association with a person or persons identified by reference to any of the above attributes

IMPLEMENTATION:

Strategies for implementation will focus on the *Gender Equity: A Framework for Australian Schools 1996* and will include the following:

- appointment of an Equal Opportunity Coordinator (AICES Executive Officer)
- formation of an Equal Opportunity Committee as a sub-committee of AICES
- a process of redress for people who are discriminated against
- posting of this policy on the AICES Website

EVALUATION:

- **Minor:** Annual report by the AICES Executive officer in consultation with the EO Committee
- **Major:** Evaluation within the triennial review process.

RESPONSIBILITY:

- AICES Governors
- EO Committee
- EO Coordinator (Executive officer)