

Equal Opportunity and Anti-Discrimination Policy

Atlantis College Equal Opportunity and Anti-Discrimination Policy aims to:

- Ensure that there is no discrimination against any group of students or staff, in access to college facilities;
- Establish and maintain mechanisms within the College to deal with complaints concerning discrimination;
- Ensure that all College policies, procedures and official documentation and publications accord with equal opportunity principles and are amended as necessary to accord with these principles.

The College will not tolerate discrimination against any student or staff member in relation to access to the College facilities and services. Its policies and guidelines aim to ensure that discrimination does not occur. Managers and supervisors have a particular responsibility to ensure that the workplace is free from discrimination and discriminatory harassment, and that relevant policies and guidelines with regard to the resolution of complaints are followed. Students and staff will be informed of the processes and procedures relating to the handling of complaints of discrimination and discriminatory harassment. Unlawful discrimination will not be tolerated under any circumstances. Disciplinary action will be taken against any member of staff who breaches the policy and this may result in termination of employment. Atlantis College has a separate policy dealing with Sexual Harassment. This policy should be seen as separate, yet complimentary to this Equal Opportunity/Anti-Discrimination Policy.

In accordance with equal opportunity law, the college will take all reasonable steps to:

- foster an environment where all members of the College Community are treated with dignity, courtesy and respect
- implement training and awareness-raising strategies to ensure that everyone knows their rights and responsibilities
- encourage reporting of inappropriate behavior and provide an effective procedure for resolving complaints in a sensitive, fair and timely manner and as confidentially as possible
 - provide equal opportunities in employment for all employees
- ensure student rules on matters such as harassment and use of the College's computer network prohibit any conduct that would be regarded as offensive or which treats people in a discriminatory manner
- ensure position descriptions require staff to conduct themselves in a way that is compliant with equal opportunity legislation and Equal Opportunity and Anti-Discrimination Policy
- provide equality of opportunity between persons of different sex, age, marital status, race and other specified attributes

- prevent victimization of employees and students who intend to make a complaint, or have complained about discrimination, or who are involved in the processing of a complaint in any way (giving evidence, supporting the complainant, supplying information, etc.)
- prevent discrimination against employees and students
- promote appropriate standards of conduct at all times

Attributes in which Discrimination is Prohibited Discrimination occurs if a person treats, or proposes to treat, someone with an attribute less favorably than the person treats or would treat someone without that attribute, or with a different attribute, in the same or similar circumstances.

The following are the attributes on the basis of which discrimination is prohibited:

- age
- trade union and industrial activity
- lawful sexual activity/sexual orientation
- marital status
- impairment including a physical, psychiatric or intellectual disability, it also includes someone with HIV/AIDS or Hepatitis C
- spent and irrelevant criminal record
- physical features
- political belief or activity
- pregnancy
- race, color or nationality
- religious belief or activity
- sex
- status as a parent or carer
- personal association, whether as a relative or otherwise with a person who is identified by reference to any of the above attributes
- breastfeeding (includes the act of expressing milk).
- Discrimination may be direct or indirect – both are against the law. Direct discrimination means treating someone unfairly or less favorably because of one of the personal characteristics listed above or because of their association with someone identified with one of those characteristics. Indirect discrimination happens when a rule, practice or policy appears to be neutral, but in effect has a disproportionate impact on a particular group. It arises with practices which are fair in form and intention but discriminatory in impact and outcome.

The College has a responsibility to ensure that the workplace is free from discrimination and discriminatory harassment, and that relevant policies and guidelines with regard to the resolution of complaints are followed. Students and staff of the College will be informed of the processes and procedures relating to the handling of complaints of discrimination and discriminatory harassment.