



PURPOSE

Racism includes any verbal or written comment that is derogatory or offensive in relation to a person's background or heritage.

Comments may be based on colour, personal appearance, language, accent, etc.

The College's Racism policy is part of the suite of policies which are linked to the Child Safe Policy which mandates zero tolerance to child abuse.

SCOPE

This policy applies to all members of the Portland Secondary College Community.

POLICY

No person is allowed to use racism towards any other person at Portland Secondary College.

If racism occurs, the two parties will sit down together and discuss the issue through restorative practices. Restorative practices involve all parties expressing their views and emotions in a controlled environment to reach a consensual moving forward with the issue and an agreement not to engage in further racist language or behaviour. The incident will be recorded in the students' file.

If a second offence occurs, parents of all parties will be notified and, depending on the severity of the offence, a consequence such as detention will be imposed. The incident will be recorded in the students' file.

If third or subsequent offence occurs, a suspension will result.

It will be the responsibility of the Level Leaders, Mentors and the Koorie Schools Education Officer to inform all students about consequences of racism.

Staff and students at Portland Secondary College have a right to equality of opportunity and to work in an atmosphere based on mutual respect and the dignity of each individual.

Racial discrimination is unlawful under both Commonwealth and Victorian anti-discrimination laws.

Portland Secondary College is totally opposed to racial discrimination, harassment or vilification.

Portland Secondary College will facilitate and coordinate Cultural Awareness Programs for students and staff within PSC's education curriculum. Such education programs address racism within the organisation and ensure that staff and students understand and fulfil their responsibilities. Staff and students are able to achieve their full potential only in a supportive, non-hostile environment. To this end, awareness of the organisations anti-racism policy be part of the induction process for all new employees, and ongoing education for staff, including those holding positions of responsibility.



Portland Secondary College operates a complaints procedure to provide a mechanism for investigation and redress at every level within the organisation. Disciplinary action will be taken against those found to have engaged racial discrimination, harassment or vilification.

Portland Secondary College undertakes to review all organisational policies and practices to ensure consistency with this policy.

FURTHER INFORMATION AND RESOURCES

- Inclusion and Diversity Policy
- Child Safe Policy
- Complaints and Grievances Policy

REVIEW CYCLE

DATE	VERSION	RATIFIED BY	NEXT REVIEW
Oct 2018	2	Portland Secondary College School Council	Sept 2020