

4. Definitions

<i>Unlawful discrimination</i>	Occurs when someone, or group of people, is treated less favourably than another person or group because of their race, colour, national or ethnic origin, sex, pregnancy or marital status, sexual preference, trade union activity, or some other characteristic specified under anti-discrimination or human rights legislation. ¹
<i>Protected attributes</i>	The protected attributes referred to in State and Federal anti-discrimination legislation (see below)
<i>Procedural fairness</i>	The rule against bias and the right to a fair hearing.
<i>Worker</i>	A person is a <i>worker</i> if the person carries out work in any capacity for a person conducting a business or undertaking, including work as: an employee; or a contractor or subcontractor; or an employee of a contractor or subcontractor; or an employee of a labour hire company who has been assigned to work in the person's business or undertaking; or an outworker; or an apprentice or trainee; or a student gaining work experience; or a volunteer; or a person of a prescribed class. ²

5. Policy Information

Hutchins School is committed to providing a safe working environment which is fair and free from discrimination and harassment. All workers, and other people with whom we come into contact as part of our work, will be treated professionally, fairly, and with respect.

Decisions

Created by: People Culture and Safety
Document Title: Anti-Discrimination Policy
Document Version:

Date of First Issue: April 2018
Last Review Date: N/a
Next Review Date: April 2021

6.3 Workers Responsibility

All workers are expected to:

Treat all workers, parent/carers, contractors, suppliers, and any other person in the course of their work, fairly, professionally and with respect;
Avoid making decisions based on unlawful grounds of discrimination; and
Where you have witnessed discrimination in the workplace you are encouraged to report this to the Chief Operating Officer, Deputy Headmaster, People, Culture and Safety Team or the Headmaster.

6.4 Student Responsibilities

All students are expected to:

Contribute to the creation of an inclusive school culture;
Adhere to the requirements of this policy; and
Where you have witnessed discrimination in the workplace you are encouraged to report this to your Teacher.

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