

## 4.4 Anti-Discrimination Policy

<b>Policy number:</b> 4.4
<b>Date last reviewed:</b> December 2024
<b>Reviewed by:</b> Child Care Team

This policy relates to	
National Quality Standards Early Childhood Education & Care	4.2.1, 4.2.2, 5.1.1, 5.1.2, 6.1.2, 6.1.3

### Purpose

The Service is committed to the principles of equity and justice for all people (children and adults) and to ensuring that all aspects of the service are free from discrimination and harassment. Discriminatory behaviour is against the law and will not be tolerated under any circumstances.

### Policy

The service’s anti-discrimination policy is an umbrella policy that guides all aspects of potential discrimination and harassment throughout its operation.

The service aims to create an environment:

- Where cultural, racial, social and physical differences are respected and understood, and all children, educators, coordinators and families feel welcome and appreciated regardless of their socio-economic status, culture, race, ability, family type, belief system or lifestyle;
- Where all children and adults are treated with dignity, courtesy and respect;
- Where all stakeholders have equal opportunity to participate fully in the different aspects of the service (i.e. in policy formation and service management) and where educators and prospective educators from a diverse range of cultures and backgrounds are encouraged to actively participate and contribute.

The service recognises and values the rights of individuals participating in the service to be free from any discrimination or harassment by any other individual or group of individuals, and specifically to be free from direct and indirect discrimination on the basis of:

- Sex;
- Relationship status;
- Pregnancy;

- Parental status;
- Breastfeeding;
- Race;
- Age;
- Physical impairment;
- Religion;
- Political belief or activity;
- Trade union activity;
- Lawful sexual activity;
- Gender identity;
- Sexuality;
- Family responsibilities;
- Association with, or relation to, a person who has any of the above attributes.

The service promotes understanding of cultural differences by ensuring that its practices prevent racial discrimination or harassment, by implementing awareness and training programs to encourage greater knowledge and understanding of cultural diversity, and by assisting educators in developing programs that reflect the diversity of Australian culture.

The service promotes tolerance and understanding for physical impairment by providing appropriate training, resources and equipment to ensure that physical impairment does not prevent participation in the service.

Reports of discrimination or harassment will be seen as an opportunity to review the service's practices and implement strategies and procedures that will prevent inappropriate behaviours arising in the future.

Implementation of the service's anti-discrimination policy is the responsibility of all staff members and educators, volunteers and board.

### **Definitions**

Discrimination and harassment occur when a person is discriminated against or harassed in certain areas of public life because of the criteria listed above. Discrimination can be direct or indirect:

TERM	DEFINITION
<b>Direct Discrimination</b>	When a person treats or proposes to treat a person with an attribute less favourably than another without the attribute in circumstances that are the same or not materially different.
<b>Indirect Discrimination</b>	When a rule or condition is applied equally and appears to be neutral, but in its operation excludes or reduces the chance of a person or particular group from obtaining a benefit or opportunity.
<b>Harassment</b>	Any form of behaviour that is unwelcome and unsolicited and makes the workplace or childcare/learning environment unpleasant, humiliating or intimidating for the person who is the subject of that behaviour.
<b>Sexual Harassment</b>	Any form of unwelcome attention. It includes unwelcome touching, or other physical contact, remarks with sexual connotations, smutty jokes, requests for sex, or the display of offensive materials such as pictures, posters or computer graphics.
<b>An Anti-bias Curriculum</b>	A curriculum in which the goals and methods used are aimed at empowering all children and assisting them in their path towards self-determination. It is multi-cultural in nature (diversity of culture is used in learning experiences to benefit all the children) but also addresses the issues of gender, physical differences, bias stereotyping, age stereotyping and discrimination.

## Procedures

Guidelines and procedures for any person who feels that they have been discriminated against or harassed in breach of the service's anti-discrimination policy are included in Bullying and Harassment Policy 4.5. Provisions are made for resolution through consultation with staff, manager, board, mediation, conciliation and the review of policies and guidelines that are found to be discriminatory. Reports of discrimination will be treated seriously by the service and will be investigated expeditiously in a thorough and confidential manner ensuring that the complainants and witnesses are not victimised in any way.

- Educators and staff will treat all children (and other adults) with respect and consideration and will at all times be mindful that adults are role models for children. Children learn from what adults say, but even more from what they see them doing. Therefore, participants in the service should at all times demonstrate an anti-bias approach by showing respect for all persons regardless of their characteristics. This will assist children to develop non-discriminatory attitudes and behaviour;

- Children will be provided with the opportunity to participate equally in all activities;
- Educators and staff will recognise that culture provides a source of identity, a framework for interpreting the world and a basis for belonging. The multicultural and diverse nature of society will be reflected in the range of activities and experiences provided to children to foster children's awareness and acceptance of diversity;
- Coordinators will encourage and support educators to provide a non-discriminatory and culturally aware environment and anti-bias curriculum;
- Beaucare's toy and equipment library will include resources (books, music, toys and posters) of a multi-cultural nature and that promote gender equity;
- Children with a disability will be provided with equal opportunity to participate in all activities and experiences. Activities and experiences should be modified as necessary to meet any special needs or requirements;
- The service will liaise with Inclusion Agencies to assist in meeting the needs of children and adults with special needs (cultural or physical) that wish to participate in the service.

#### **Associated Beaucare Policies and Documents**

##### 4.5 Anti-Bullying Policy

#### **Relevant Legislation**

National Law

National Regulations

National Quality Standard

Child Care Regulation 2003 Section 66

Australian Government: *Age Discrimination Act 2004*

<http://www.comlaw.gov.au/Details/C2011C00583>

Qld Government: *Anti-Discrimination Act 1991*

<http://www.legislation.qld.gov.au/LEGISLTN/CURRENT/A/AntiDiscrimA91.pdf>

Australian Government: *Disability Discrimination Act 1992*

<http://www.comlaw.gov.au/Details/C2011C00747>

Australian Government: *Human Rights Commission Act 1986*

<http://www.comlaw.gov.au/Details/C2011C00579>

Australian Government: *Racial Discrimination Act 1975*

<http://www.comlaw.gov.au/Details/C2011C00852>

Australian Government: *Sex Discrimination Act 1994*

<http://www.comlaw.gov.au/Details/C2011C00853>

#### **Key Resources**

CSEAQ Industrial Relations Manual Section 11 Antidiscrimination and Sexual Harassment and Recruitment Policy

Incorporated Associations Manual Section 19 Discrimination Law

Anti-Discrimination Commission Queensland: *Fact Sheets*

<http://www.adcq.qld.gov.au/main/information.html>

