

1. Supporting Same Sex Attracted Student Policy

This policy should be read in conjunction with the College's Welfare and Discipline Policy, Equal Opportunity Policy and Anti-Bullying Policy.

Rationale:

- The Victorian Equal Opportunity Act (1995) makes it unlawful to discriminate against a person on the basis of the following attributes:- age, disability, industrial activity, lawful sexual activity, sexual orientation, gender identity, marital, parental or carer status, physical features, political beliefs or activity, pregnancy, race, religious belief or activity, sex, personal association (with a person who is identified by reference to any of the above attributes) or breastfeeding.
- Furthermore, the Act prohibits direct and indirect discrimination, makes it unlawful to sexually harass a person at the institution (includes students), promotes equality of opportunity between persons of different sex, age, marital status, race and other specified attributes and provides redress for those who have been subject to discrimination.
- The college values diversity and recognises the positive contribution made to our society by gay and lesbian people.
- National research (Writing Themselves In: A national report on the sexuality, health and wellbeing of same sex attracted young people, 1998, Australian Research Centre in Sex, Health and Society, Latrobe University) found that many same sex attracted young people experience high levels of physical and verbal abuse and that around 70% of this abuse happens at school. Consequently they are at a high risk of not completing secondary schooling.

Aim:

- To provide a working environment that does not tolerate unlawful discrimination and provides equal opportunity for all.
- To provide a safe and supportive environment for all members of the school community, including those who are same sex attracted.
- To support same sex attracted students at [school name] and ensure that they attain their full educational potential.

Implementation:

- All staff will be provided with professional development on creating a safe and supportive school environment for same sex attracted students, their parents or carers.
- The college will provide support for same sex attracted students, their parents or carers through its welfare structures. It will ensure that knowledge of how to access such support is clearly conveyed to the student body.
- The school will develop an inclusive attitude to curriculum so that, when appropriate, same sex attracted people are portrayed in a respectful and non-judgemental manner, eg. by ensuring that the library has fiction and non-fiction titles related to sexual diversity.
- The college will ensure that the school environment, both in the classroom and outside the classroom, is free of put downs related to a person's sexuality or perceived sexuality and is free of homophobic name calling and bullying.
- The college will develop links with community based organisations that can provide services and support to same sex attracted students and refer students to them as appropriate.
- All complaints of homophobic harassment or bullying will be investigated promptly, confidentially and with impartiality. All complaints will be managed in a manner consistent with DE&T's 'Local Complaints Resolution Procedures' handbook.

Evaluation:

- This policy will be reviewed as part of the college's three year review cycle.

2. Supporting GLBT (Gay Lesbian Bisexual Transgender) young people at [school name]

Mission Statement

That students and teachers who are GLBT feel safe, supported and valued in the school community.

Aims and Objectives

To review the anti-harassment policy to support members of the school community making complaints about harassment related to sexual orientation or perceived sexual orientation.

To ensure mechanisms are in place so that all staff and the wider school community treat homophobic harassment seriously and actively work toward the elimination of homophobic harassment.

To challenge homophobic and heterosexist attitudes within the school community.

To implement professional development and education for all of the school community regarding homophobia and heterosexism.

To ensure that positive GLBT contributions are represented throughout curriculum.

To provide support and services for GLBT students.

Note: "School Community" includes students, teachers, ancillary staff, school council, administration staff and management staff.

**We invite feedback on the above draft and request that it
is returned by (date) to (name) pigeonhole.**

**The next meeting for the GLBT Committee is on (date, venue)
New members welcome**

Thanks