



Help for non-English speakers

If you need help to understand the information in this policy please contact the school on 9826 07111 or at mhs@mhs.vic.edu.au.

PURPOSE

The purpose of this policy is to explain how Melbourne High School works to make sure every member of our school community is treated with respect and dignity, regardless of their background or personal attributes. This policy should be read alongside the following Department policies:

- [Equal Opportunity and Human Rights - Students](#)
- For staff, the [Respectful Workplaces](#) policies (including [Equal Opportunity – Employees](#), [Sexual Harassment – Employees](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at Melbourne High School.

It should also be read in conjunction with the MHS Staff Code of Conduct, VIT Code of Conduct and Code of Conduct for Victorian Public Sector employees.

POLICY

Definitions

Personal attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

Direct discrimination: unfavourable treatment because of a person's protected attribute.

Indirect discrimination: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

Sexual harassment: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

Disability harassment: an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

Staff includes all MHS employees, whether employed as casual, temporary, or ongoing, Council members and any volunteers and contractors who perform work for the school.

Vilification: conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) have made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

Inclusion and diversity

Melbourne High School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Melbourne High School is unique and diverse. It is committed to creating a school community where all members are welcomed, accepted and treated equitably and with respect, regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

Melbourne High School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Melbourne High School we value the human rights of every staff and student and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

The Melbourne High School values were reviewed in 2024 through extensive consultation, and the school community agreed that the values most important to the school are: Respect (valuing and treating everyone equally and recognizing everyone's uniqueness); integrity (always acting with the strongest moral and ethical principles); courage (being able to make difficult decisions in challenging situations); and compassion (being sensitive and exhibiting care and kindness to others' needs).

Melbourne High School:

- actively nurtures and promotes a culture where everyone is treated with respect and dignity
- ensures that students and staff are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their work, education and school activities (e.g. co-curricular programs, sports, concerts, formals, Chorals, Speech Night) on the same basis as their peers
- acknowledges and responds to the diverse needs, identities and strengths of all staff and students
- encourages empathy and fairness towards others
- challenges stereotypes that promote prejudicial and biased behaviours and practices
- contributes to positive learning, engagement and wellbeing outcomes for students
- responds to complaints and allegations appropriately and ensure that staff and students are not victimised.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Melbourne

High School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying* policies to respond to students who demonstrate these behaviours at our school.

Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed. Students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour, as we strive to model restorative practice.

Staff who have experienced or witnessed inappropriate behaviour are encouraged to speak to their supervisor, an Assistant Principal, Principal or the HR Manager so that appropriate action can be taken. More information on the applicable standards of behaviour expected of staff and avenues for addressing conduct complaints can be found in the *MHS Staff Code of Conduct* and the *MHS Staff Complaints Policy and Procedures*.

Reasonable adjustments for students with disabilities

Melbourne High School also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers in accordance with the Department's [Students with Disability Policy](#). Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. Our school may consult through Student Support Group processes and in other less formal ways. For more information about support available for students with disabilities, and communicating with us in relation to a student's disability, please refer to our school's Student Wellbeing and Engagement policy or contact the Student Wellbeing Coordinator for further information.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in staff induction processes and staff training
- Included in school council induction materials
- Included in staff induction processes and staff training
- Included in staff handbook/manual
- Discussed at annual staff briefings/meetings
- Discussed at student forums
- Included in transition and enrolment packs
- Discussed at parent information nights/sessions
- Reminders in our school newsletter

RELATED POLICIES AND RESOURCES

The following school policies are relevant to this policy:

- Student Wellbeing and Engagement Policy
- Child Safety Policy
- Child Safety Code of Conduct
- MHS Staff Code of Conduct
- MHS Staff Complaints Policy and Procedure
- Statement of Values and School Philosophy
- Bullying Prevention Policy

For staff, please see the Department's [Equal Opportunity and Anti-Discrimination Policy](#), [Sexual Harassment Policy](#) and [Workplace Bullying Policy](#) which apply to all staff working at our school.



Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- [Child Safe Standards](#)
- [Disability Inclusion Funding and Support](#)
- [Disability Inclusion Profile](#)
- [Equal Opportunity and Human Rights - Students](#)
- [Koorie Education](#)
- [Languages and Multicultural Education Resource Centre \(LMERC\)](#)
- [LGBTQIA+ Student Support](#)
- [Preventing and Addressing Racism in Schools](#)
- [Refugee Education Support Initiatives](#)
- [Safe Schools](#)
- [Schools - culturally safe environments guidance](#)
- [Student Wellbeing and Engagement](#)
- [Student Leaders for Multicultural Inclusion](#)
- [Students with Disability](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	September 2026
Approved by	Principal
Next scheduled review date	September 2030