



# Anti-Racism and Discrimination Policy

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This procedure is applicable to: Teachers, Staff and Students

AUTHORISED BY: Principal  
VERSION: Version 1  
DATE: August 2017  
REVEIW: August 2019  
August 2021

## TABLE OF CONTENTS

<b>ANTI-RACISM AND DISCRIMINATION POLICY .....</b>	<b>3</b>
<b>POLICY POSITION STATEMENT.....</b>	<b>4</b>
<b>LEGISLATION.....</b>	<b>4</b>
<b>DEFINITIONS .....</b>	<b>4</b>
<b>INTERACTION WITH OTHER FORMS OF DISCRIMINATION .....</b>	<b>5</b>
<b>OBJECTIVES .....</b>	<b>5</b>
<b>IMPLEMENTATION STRATEGIES.....</b>	<b>5</b>
<b>ANTI-RACISM &amp; DISCRIMINATION GRIEVANCE PROCEDURES .....</b>	<b>6</b>
<b>CONCERNS AND COMPLAINTS .....</b>	<b>8</b>
<b>WHERE TO GO FOR HELP .....</b>	<b>9</b>
<b>REFERENCES .....</b>	<b>10</b>

# ANTI-RACISM & DISCRIMINATION POLICY

## ANTI-RACISM AND DISCRIMINATION POLICY V2

Chrysalis Montessori School aims to create an inclusive school culture that fosters acceptance and respect for diversity. In doing so, we seek to deepen understanding and knowledge, promote student and staff wellbeing and help everyone achieve their full potential. Our School is enriched by and celebrates the diversity of our whole school community.

The Chrysalis Montessori School therefore, rejects all forms of racist behaviour and is committed to the elimination of racial discrimination (including direct and indirect racism, racial vilification and harassment) in its organisation, curriculum and in the learning and working environment.

Our school is committed to ensuring that individuals and groups are not disadvantaged because of their race, culture, ethnicity, national or religious background. No student, employee, parent or community member should experience racism within the learning or working environment of the school.

Eradicating expressions of racism and discrimination in learning and working environments, and challenging the attitudes that allow them to emerge, is the shared responsibility of all.

Racial discrimination and harassment is against the law.

## POLICY POSITION STATEMENT

It is the expectation of the School that all teachers, staff and students will adhere to the School's policy. Non-compliance with the School policy will be addressed in accordance with procedure laid down in this document.

## LEGISLATION

There is both Federal and State legislation that deals with racial discrimination. The relevant legislation is:

### Federal

- *Human Rights and Equal Opportunity Commission Act 1986*
- *Commonwealth Racial Discrimination Act 1975*
- *Racial Hatred Act 1995*
- *Workplace Relations Act 1996*

### State

- *Equal Opportunity Act WA 1984*

## DEFINITIONS

**Racial Discrimination** can occur either directly or indirectly.

Direct discrimination occurs when someone is treated less favourably because of their race, colour, descent, national origin or ethnic origin. (For example, where a school does not employ a staff member because they are an indigenous person).

Indirect discrimination occurs when a policy or a rule that treats everyone in the same way has an unfair effect on people of a particular race, colour, descent, national origin or ethnic origin. (For example, a school requirement that all students be Australian citizens. This discrimination would be found unlawful unless it can be justified.)

**Racial Harassment** occurs when a person threatens, abuses, insults or taunts another person because of their race, and that other person is disadvantaged, or has reasonable grounds for believing that they will be disadvantaged, by taking objection. Racial harassment is unlawful in the areas of education and employment.

**Racial Vilification**, or offensive behaviour based on racial hatred, refers to any act done in a public place which is reasonably likely to offend, insult, humiliate or intimidate another person or group of persons and the act is done because of the race of that person or group. Racist abuse in public – for instance, on a school bus or in the classroom – could amount to racial vilification.

## INTERACTION WITH OTHER FORMS OF DISCRIMINATION

Racial discrimination is often compounded by other forms of discrimination, in particular (but not exclusively) discrimination on the grounds of sex. This policy, therefore, acknowledges the significance of the possible interaction between racism and sexism and the importance of taking this into account in programs aimed at eliminating discrimination in employment and education.

## OBJECTIVES

The Commonwealth Racial Discrimination Act (1975) makes racial discrimination and vilification illegal in Western Australia.

The Chrysalis Montessori School will:

1. Implement programs to counteract the causes and redress the effects of racism in the educational context.
2. Protect the rights of students, staff and parents to achieve their full potential in an environment which encourages the affirmation of their cultural identity.
3. Provide students, staff, parents and community members with a mechanism for the lodgement and resolution of complaints.
4. Ensure that all members of the school community understand their rights and responsibilities under the Anti-Racism Policy and Concerns Procedure Guidelines.
5. Implement anti-discriminatory employment practices.

## IMPLEMENTATION STRATEGIES

The Principal will:

1. Allocate resources, including appropriate materials for whole school and classroom use.
2. Ensure that all staff, members of the Board of Governors, P & F, parents, students and community members are familiar with the Anti-Racism Policy and Grievance and Concerns Procedures and understand their rights and responsibilities in relation to them.
3. Develop, implement and review strategies to promote the policy.
4. Assist staff in the development of strategies for addressing racism in appropriate subject areas and across the curriculum.
5. Intervene to prevent racism from occurring and to redress its effects if preventative measures are not possible.

6. Monitor the school environment in terms of racist attitudes and behaviours.

Teachers will:

1. Ensure that curriculum content and teaching methods are consistent with and support the Anti-Racism and Discrimination Policy.
2. Develop strategies in the school for increasing student understanding of racism.
3. Monitor the school environment in terms of racist attitudes and behaviours and intervene to prevent racism from occurring in the school environment.

## ANTI-RACISM & DISCRIMINATION GRIEVANCE PROCEDURES

### **CATEGORIES OF RACIST BEHAVIOUR**

The following list of behaviours is not in any order of priority, nor necessarily exhaustive. The listed behaviours could be observed in those working for the school (teaching and non-teaching staff) as well as those served by it, that is students and their parents. Any of these behaviours can result in a complaint under the Anti-Racism Grievance Procedures.

#### **Physical assault and harassment**

Physical assault and harassment may include acts of intimidation or harassment such as pinching, punching, hair pulling, throwing things at others, spitting or physical gestures directed against others because of their colour, cultural background or language.

#### **Verbal abuse and threats**

Verbal abuse and threats may include verbal intimidation and harassment and threats that lead to high degrees of fear for personal safety. It may also include deliberate use of language so abusive and offensive that it provokes an aggressive response.

#### **Use of derogatory language and ridicule**

Racist, derogatory language and ridicule may include name-calling, insults, racist jokes, ridiculing or mimicking accents and cultural differences. Derogatory language may be spoken or written. Ridicule may be spoken, written or acted out.

#### **Racist propaganda**

Racist propaganda may include racist graffiti, leaflets, comics and magazines, wearing racist badges and insignia, t-shirts and jewellery. Racist graffiti could appear in/on educational buildings, textbooks, folders, bags, desks, chairs and benches.

#### **Incitement of others to behave in a racist manner**

Incitement of others to behave in a racist manner may include encouraging others to hate, have serious contempt for, or ridicule a person or group of people because of race, colour, nationality, ethnic or national background. (Racial Vilification Amendment Act, 1989). It may also include attempts to recruit others to join racist organisations.

### **Racist comments, in the course of discussions in lessons**

Racist comments, in the course of discussions in lessons may include comments, myths and anecdotes that promote stereotyped beliefs about cultural groups and religious groups.

### **Refusal to cooperate with other people because of their colour, ethnicity or language**

Refusal to cooperate with other people because of their colour, ethnicity or language may include refusal to work in groups, to sit next to, to serve or to interact effectively with particularly individuals or groups. It may include treating some people in ways that discriminate against them and limit their participation or potential.

### **Indirect racism**

Indirect racism (also known as institutional systemic racism) arises from the policies, rules, procedure and culture of an institution. In schools and work sites it may include deliberate attempts to ignore or cover up the existence of racist attitudes or behaviours, use of euphemisms such as 'cultural harmony' rather than 'racism' to avoid admitting that prejudice and bias might be present and denial that current practices could be disadvantaging particular individuals or groups.

It may include insensitive application of policies and practices that no longer reflect community expectations, such as uniform policies that do not allow the wearing of headwear in areas enrolling Jewish boys or Muslim girls; or scheduling school activities at times of abstinence for particular religious groups in the school community

### **Cyber racism**

Cyber racism is most commonly defined as racism which occurs in the cyber world. This includes racism which occurs on the internet such as racist websites, images, blogs, videos and online comments as well as racist comments, images or language in text messages, emails or on social networking sites. In the context of Australian schooling it is defined more broadly as any use of information and communication technologies to transmit racist attitudes and behaviour including the transfer of racially offensive content that is intended to cause harm or distress to another person.

Cyber racism is a form of [racism](#). Online activities or published material that result in offensive comments in relation to a person's race, colour or national or ethnic origin, have the same effect as similar offline activities. Cyber racism may present as racial hatred or cyber bullying.

The nature of rapidly developing technologies means that areas that were once considered private spaces are now public. The increased use of internet and the development of social networking sites and maps, for example, mean that comments classified as 'racist', typically between one person and another, can now be sent to thousands of people within seconds. This has more serious consequences for the target of the racist behaviour.

## CONCERNS AND COMPLAINTS

Chrysalis Montessori School encourages all members of the school community to attempt to resolve complaints and concerns through the school. The school's complaints procedures are detailed in the *Concern and Grievance Policy*.

All complaints will be treated confidentially, fairly and consistently, and resolved as speedily as possible.

Any member of the school community who raises an issue of racism or discrimination in good faith will not be victimised or otherwise unfairly treated or disadvantaged. All complaints of victimisation will be taken seriously, investigated and acted upon as quickly as possible.

Every student and staff member at Chrysalis Montessori School should feel welcome, supported and emotionally and physically secure at school. The wellbeing of all students and staff is a priority for the School. We understand that you cannot achieve your potential if someone is treating you unfairly, discriminating against you, vilifying, harassing or victimising you.

Concerns and Grievance procedures exist to provide an avenue to address unacceptable behaviour. Concerns and Grievance procedures are designed to explain what to do if you believe you have been discriminated against as explained earlier in this policy.

The School will treat all reports fairly, confidentially and quickly. Only people directly involved in the issue or complaint will be told about it. Each complaint will be investigated to work out whether it is more likely the behaviour happened than not and, if so, how serious it is. Appropriate action to resolve the problem will be taken.

The Principal or someone else they appoint, has responsibility for investigating complaints of racism and / or discrimination. If proven, the consequences of such behaviour may include counseling, the removal of privileges, a parental interview, suspension or expulsion.

Chrysalis Montessori School will monitor how the complaint was resolved and the wellbeing of those involved. Further action will be taken if the problem behaviour continues.

Even though the School encourages all members of the school community to attempt to resolve complaints and concerns through the school if possible. It is also your right to seek help from outside the school. For example, you can contact the WA Equal Opportunity Commission.



## WHERE TO GO FOR HELP

### Cyber bullying resources and support

Act Now (Inspire Foundation)

Website: <http://www.actnow.com.au/>

Bullying. No way!

Website: <http://www.bullyingnoway.com.au>

Cybersmart program, Australian Communication and Media Authority

Website: <http://www.cybersmart.gov.au/Schools/Teacher%20resources.aspx>

### WA Equal Opportunity Commission

Level 2, 141 St. George's Terrace, Perth

Ph. 9216 3900 or 9216 3934

Website: <http://www.equalopportunity.wa.gov.au>

Email: [eoc@equalopportunity.wa.gov.au](mailto:eoc@equalopportunity.wa.gov.au)

Will send information and talk to schools for a fee

### Equal Opportunity Act 1984

Website: <http://www.slp.wa.gov.au>

Select 'Online Publications' then 'Statutes – Acts and Regulations' then 'Statutes A-Z Browse' and select under 'E'

### Human Rights and Equal Opportunity Commission Act 1986

Website: <http://www.hreoc.gov.au>

Available under the 'Human Rights' heading on the front page.

### Racial Discrimination Act 1975

Website: <http://www.hreoc.gov.au>

Available under 'Racial Discrimination' heading on the front page.

### Racial Hatred Act 1995

Website: <http://www.hreoc.gov.au>

Available under 'Racial Discrimination' heading on the front page.

### Workplace Relations Act 1996

Website: <http://www.slp.wa.gov.au>

*The Human Rights and Equal Opportunity Commission also has "Information for Teachers" covering Education Modules, Current Issues, Human Rights Resources, and a Human Rights Education Mailing List and provides a wealth of information on all forms of discrimination ([www.hreoc.gov.au](http://www.hreoc.gov.au)). Also, the Racism. No Way! website has a lot of valuable information for students and teachers. [www.racismnoway.com.au](http://www.racismnoway.com.au) Information is available in their library and classroom sections.*

## REFERENCES

AISWA Racial Discrimination Policy and Procedure Guidelines

Available: <https://www.ais.wa.edu.au>

Equal Opportunity Act 1984

Available: <http://www.slp.wa.gov.au>

Human Rights and Equal Opportunity Commission Act 1986

Available: <http://www.hreoc.gov.au>

Racial Discrimination Act 1975

Available: <http://www.hreoc.gov.au>

Racial Hatred Act 1995

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Workplace Relations Act 1996

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