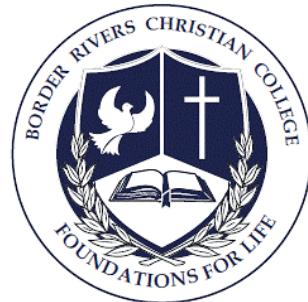


BORDER RIVERS CHRISTIAN COLLEGE

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Anti-Discrimination Policy

Purpose:	Border Rivers Christian College is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur.	
Scope:	Students and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements	
Status:	Approved	Supersedes:
Authorised by:	Principal	Date of Authorisation: 14 Apr 2018
References:	<ul style="list-style-type: none">• <u>Anti-Discrimination Act 1991 (Qld)</u>• <u>Australian Human Rights Commission Act 1986 (Cth)</u>• <u>Age Discrimination Act 2004 (Cth)</u>• <u>Disability Discrimination Act 1992 (Cth)</u>• <u>Racial Discrimination Act 1975 (Cth)</u>• <u>Sex Discrimination Act 1984 (Cth)</u>• Position Statement on the Integration of Faith, Practice and Vocation• Border Rivers Christian College Behaviour Management Policy• Border Rivers Christian College Staff Code of Conduct• Border Rivers Christian College Dispute Resolution Policy• Employer's toolkit – Resources for building an inclusive workplace, <i>Anti-Discrimination Commission Queensland</i>, (2013)	
Review Date:	Bi-annually	Next Review Date: September 2027
Policy Owner:	Principal	

Version History

Version	Date	Notes
1.0	April 2018	Accepted
1.1	November 2019	Amended and Accepted
1.2	November 2021	Amended and Accepted
1.3	November 2023	Ratified
1.4	March 2024	Amended and Accepted
1.5	September 2025	Amended and Accepted

1 John 4:19-21 We love because He first loved us. If anyone says, “I love God,” yet hates his brother, he is a liar. For the person who does not love his brother he has seen cannot love the God he has not seen. And we have this command from Him: The one who loves God must also love his brother.

Policy Statement

All students and employees at Border Rivers Christian College have the right to learn and work in an environment free from unlawful discrimination. Border Rivers Christian College will provide a fair and safe learning and teaching environment where all students and employees have equal opportunities.

Border Rivers Christian College is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur, including possible disciplinary action. Any instances of discrimination should be reported under the Border Rivers Christian College Dispute Resolution Policy.

In accordance with relevant law, Border Rivers Christian College will act to prohibit unlawful discrimination towards its students and employees, on the basis of “protected attributes” relevant to the College, whilst students and employees are engaging in their education and work at Border Rivers Christian College. Both direct and indirect unlawful discrimination are prohibited.

Cultural safety is a fundamental principle in Border Rivers Christian College’s anti-discrimination policy, ensuring that every student feels respected, valued, and free from bias regardless of their cultural background. By explicitly recognising and honouring diverse identities, beliefs, and traditions, the policy fosters an environment where cultural differences are not only accepted but celebrated. Border Rivers Christian College actively work to protect students from discrimination, prejudice, and microaggressions, providing safe spaces for open dialogue and learning. This commitment empowers students to express themselves authentically and participate fully in college life, ultimately supporting the well-being and success of all members of the college community.

In accordance with the relevant law, Border Rivers Christian College prohibits unlawful discrimination against students in all facets of education at the College, including:

- admission and enrolment applications
- terms of admission and enrolment
- variation of the terms of a student's enrolment
- denial or limitation of benefits normally resulting from enrolment
- exclusion or suspension of students
- assessment and examination
- access to resources and facilities
- treatment of a student in regard to training or instruction

In accordance with the relevant law, Border Rivers Christian College prohibits unlawful discrimination against employees undertaking all categories of work, whether it be full-time, part-time, permanent, fixed-term, casual, work experience, vocational placement or voluntary, and in every aspect of work, including:

- recruitment
- terms and conditions
- training
- promotion
- termination of employment

The preservation of the College's Christian objectives and ethos necessitates that some exemptions provided for in the Anti-Discrimination Act 1991 (Qld), be applied. Since it is part of the operation of Border Rivers Christian College that all staff (teaching and non-teaching) have a pastoral responsibility for all students, the College may lawfully exclude applicants who do not uphold Christian beliefs and values from employment positions because this is a genuine occupational requirement for an employee of this school.

Definitions

Direct discrimination: Direct discrimination on the basis of an attribute happens if a person treats, or proposes to treat, a person with an attribute less favourably than another person without the attribute is or would be treated in circumstances that are the same or not materially different.

Indirect discrimination: Indirect discrimination on the basis of an attribute happens if a person imposes, or proposes to impose, a term –

- a) with which a person with an attribute does not or is not able to comply
- b) with which a higher proportion of people without the attribute comply or are able to comply
- c) that is not reasonable.

Romans 10:12-13 For there is no difference between Jew and Gentile—the same Lord is Lord of all and richly blesses all who call on him, for, “Everyone who calls on the name of the Lord will be saved.”

Responsibilities

Mark 12:31 The second is this: Love your neighbor as yourself. There is no commandment greater than these.

School Responsibilities

The legislation establishes a legal responsibility on employers to provide workplaces free from discrimination.

Border Rivers Christian College takes reasonable steps to prevent unlawful discrimination in the school, as follows:

- Develop and implement an anti- discrimination policy to assist in preventing any instances of discrimination.
- Educate and train relevant employees to assist in preventing any instances of discrimination and to appropriately respond to any instances of discrimination.
- Establish appropriate grievance and complaints procedures via its Border Rivers Christian College Dispute Resolution Policy to appropriately respond to any instances of discrimination.
- Encourage employees and students to contribute to a healthy workplace culture to assist in preventing any instances of discrimination.

Student and Employee Responsibilities

James 2:1 My brothers and sisters, do not show prejudice if you possess faith in our glorious Lord Jesus Christ.

All students and employees at Border Rivers Christian College have a responsibility not to engage in discriminatory conduct and to uphold the College's policy.

If students or employees believe that this type of behaviour is occurring in the college, they should make a complaint under the College's Dispute Resolution Policy.

The **Principal/Coordinators** have a particular obligation to model appropriate behaviour, promote this policy, and monitor the work environment.

If discrimination is reported or observed, a Principal/Coordinator will:

- 1) speak to the parties involved as soon as possible, gather information and seek a satisfactory resolution;
- 2) follow the College's Complaint Handling Policy if issues cannot be resolved or the unreasonable behaviour is considered to be of a serious nature.

Consequences for Breach

A staff member breaching this policy is acting contrary to the Christian ethos of the College and putting the health and safety of others at risk. Possible responses by the College may include serious disciplinary action such as the dismissal of the staff member in breach.