

Student Inclusion and Respectful Behaviours Policy

Policy Number:	PC073	Original Issue:	11/06/2024
Responsible Officer:	Diversity and Inclusion Lead	Current Version:	10/06/2025
Authorised Officer:	Executive Director, People and Culture	Due for review:	Biannual 11/06/2026

Disclaimer: Printed hard copies of this document are uncontrolled. For the current version, please refer to Policy Central.

Purpose

This policy outlines GOTAFE's commitment to creating an accessible, inclusive, and respectful learning environment for all students. It adheres to legislative requirements and aims to prevent discrimination, harassment, bullying, and vilification, ensuring equal opportunities and rights for every individual at GOTAFE through educational adjustments.

Policy Statement

At GOTAFE, we are committed to providing an inclusive and respectful learning environment where every student can thrive and reach their full potential. We uphold the values of diversity, equity, and inclusion, and we do not tolerate any form of discrimination, harassment, bullying, or vilification.

The law also protects people with protected attributes as defined by Victorian and Australian legislation. These attributes include but are not limited to:

- Age
- Disability
- Gender identity or expression
- Aboriginal and/or Torres Strait Islander identity
- Ethnicity, race, or nationality
- Religious beliefs or affiliations
- Marital or relationship status
- Parental status or responsibilities
- Pregnancy or potential pregnancy
- Sexual orientation, including expunged homosexual conviction
- Sex assigned at birth or intersex status
- Lawful sexual activity
- Socioeconomic status including employment
- Political beliefs or affiliations, including industrial
- Physical features
- Having a carer, aid, or assistance animal
- Association with anyone who has one of these characteristics

Student Rights

As a student at GOTAFE, you have the right to:

1. A Safe and Inclusive Environment: You have the right to learn, work, and participate in all aspects of campus life in an environment free from discrimination, harassment, bullying, and vilification.

2. Equal Opportunities: You have the right to equal access to education, resources, support services, and opportunities regardless of your background, identity, or attributes.
3. Respect and Dignity: You have the right to be treated with respect, dignity, and fairness by fellow students, staff, and all members of the GOTAFE community.
4. Confidentiality and Privacy: Your personal information will be treated confidentially and with respect, in accordance with relevant State and Federal privacy laws and GOTAFE policies.

GOTAFE's Obligations

As an educational institution, GOTAFE is committed to:

1. Prevention and Education: We will provide ongoing education, training, and awareness programs to promote diversity, inclusion, and respectful behaviours among students, staff, and stakeholders.
2. Policies and Procedures: We have clear policies and procedures in place to address discrimination, harassment, bullying, and vilification promptly and effectively. Students are encouraged to report any incidents or concerns to the Feedback page on the GOTAFE website, their Trainer, Education Coordinator, or another GOTAFE staff member.
3. Support Services: We offer support services, counselling, and resources to students who have experienced discrimination, harassment, bullying, or vilification. We are committed to providing a supportive and responsive environment for all students.
4. Compliance with Legislation: GOTAFE complies with all relevant Victorian and Australian legislation related to discrimination, harassment, bullying, and vilification. We take proactive measures to ensure our policies and practices align with legal requirements and best practices.

Reporting and Resolution

If you experience or witness any form of discrimination, harassment, bullying, or vilification, we encourage you to report it immediately via the Feedback mechanism on the GOTAFE website, to a trusted staff member, whether that be your Trainer, Education Coordinator, a Student Success staff member or another trusted GOTAFE staff. Reports will be taken seriously, investigated promptly, and resolved in accordance with our policies and procedures.

Conclusion

At GOTAFE, we are committed to fostering a culture of respect, diversity, and inclusion. We believe that every student has the right to learn and thrive in a safe, supportive, and inclusive environment. Together, we can create a campus community that values and celebrates our differences while upholding the rights and dignity of every individual.

Roles and Responsibilities

All GOTAFE Staff:

- Responsible for upholding the policy and ensuring a safe and inclusive learning environment.
- Implement and enforce policy to address discrimination, harassment, bullying, and vilification promptly and effectively.

GOTAFE Teachers, Education People Leaders and Student Success Staff:

- Act as trusted points of contact for students to report incidents or concerns related to the policy.
- Provide guidance and support in investigating and resolving reported incidents.
- Refer to or facilitate support services, counseling, and resources for students who have experienced discrimination, harassment, bullying, or vilification.
- Collaborate with other staff to ensure compliance with relevant legislation and best practices.

All GOTAFE Students:

- Have the right to a safe, inclusive, and respectful environment.
- Expected to treat fellow students, staff, and all members of the GOTAFE community with respect, dignity, and fairness.
- Encouraged to report any incidents of discrimination, harassment, bullying, or vilification promptly.

Documentation and regulation

Age Discrimination Act 2004 (Cth)

Racial Discrimination Act 1975 (Cth)

Sex Discrimination Act 1984 (Cth)

Disability Discrimination Act 1992 (Cth)

Disability Standards for Education 2005

Equal Opportunity Act 2010 (Vic)

Racial and Religious Tolerance Act 2001 (VIC)

GOTAFE Student Code of Conduct Policy and Procedure

GOTAFE Student Misconduct Management Procedure

GOTAFE Feedback Complaints and Appeals Management Policy and Procedure

GOTAFE Child Safety Policy and Child Safe Reporting Procedure

GOTAFE Disability Support Procedure