



Rationale

The Catholic Independent Schools, Diocese of Victoria (CISDV), believes students and staff who feel respected, accepted and connected will be physically and mentally healthier and will perform better. It is important that students and staff feel connected through the relationships that are created between students, staff and parents in the school community.

Policy

The Catholic Independent Schools, Diocese of Victoria, is committed to a policy of non-discrimination in relation to race, colour, gender, age, marital status, family status, political belief, handicap, national origin, sexual orientation or gender identity.

The safety and well-being of children in the CISDV is of paramount consideration. Children deserve to be protected from abuse, neglect, bullying, harm or threat of harm. Therefore, the CISDV will make every effort to ensure that children attending the schools will experience a learning environment that enables every child to feel safe, accepted and respected.

In keeping with the Diocese's commitment, the Catholic Independent Schools Board of Directors will strive to remove any vestige of discrimination in employment, assignment, and promotion of personnel; in educational services and opportunities offered to students and in educational materials.

The Board of Directors will, as appropriate, work with other institutions and agencies to improve human relations within the schools and in the community.

This policy will prevail in all matters concerning staff, student and educational programs and services.

For the purposes of this policy, discrimination is defined as any behaviour that prevents individuals from achieving their human potential, where the discriminatory behaviour is based upon a personal bias against any component of another person's holistic identity. Discrimination involves treating persons as members of groups, rather than on the basis of individual capacities or merits.

The Catholic Independent Schools of the Diocese of Victoria are committed to Catholic education founded on gospel-centered values and the teachings and tradition of the Catholic Church. As such, **legitimate workplace requirements for**



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staff exist in the areas of hiring, termination of employment and certain lifestyle expectations. Also, **legitimate requirements** exist for students and parents in the areas of enrolment, codes of conduct, and teaching of the Catholic faith in the school setting.

Reference:	Approved
	Date Approved: September 1991
Cross-reference:	Date(s) Revised: September 2001; November 24, 2009, June 2016, Sept 2016