

# Anti Racism (Draft)

## Definitions

**Racism:** An ideology that expresses social myths about the natural inferiority or superiority of particular racial, ethnic or cultural groups.

Any attitude, action or institutional structure which subordinates a person or group because of their race, ethnicity or culture.

**Racial Discrimination:** Behaviour which disadvantages people identified on the basis of their (real or assumed) membership of a racial, ethnic or ethno-religious group.

**Racial vilification:** A public act that encourages others to hate, have serious contempt for, or seriously ridicule a person, or group of people, because of their race, colour, nationality, ethnic or national background.

## The Aims of the Anti Racism Policy

- Ensure implementation of NSW Anti-Discrimination Act (1977) in the school context.
- Ensure implementation of NSW Anti-Discrimination Racial Vilification Amendment (1989) in the school context.
- Counteract the causes and redress the effects of racism in the school context.
- Protect the rights of both students and staff to achieve their full potential in an environment, which encourages the affirmation of their cultural identity.
- Provide students, staff, parents, caregivers and community members with a range of avenues of complaint and redress at every stage in responding to allegations of racism.
- Take action to ensure that all staff understand and fulfil their responsibilities in response to D.E.T. mandated anti racism policies.
- To promote whole school community involvement in addressing racism. Monitor the implementation of this policy.

## This would be implemented at Katoomba High School by:

- Fostering cultural pluralism by taking steps to provide educational opportunities, which promote positive understanding among the whole school community.
- Ensuring the integration of multicultural aspects in syllabus implementation
- Ensuring that a range of educational initiatives is in place to prevent educational disadvantage.
- Encouraging and supporting behaviour, which fosters inter-ethnic harmony, enhances students' and staff's sense of personal worth.
- Maintaining an Anti-Racism Contact Officer (ARCO) position within the school.
- Promoting ARCO access to the whole school community.
- Providing prompt response to individual / community contact reporting racism.
- Implementing D.E.T. policies on reporting of incidents of racism.
- Ensuring equity of access to all members of the whole school community.
- Providing access to an interpreter.
- Providing feedback to complainants.