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Kufuzu School of Accounting & Sciences (Pty) Ltd

EQUAL OPPORTUNITY POLICY

PURPOSE

This policy demonstrates the School's commitment to promoting equal opportunity in employment, education, service delivery, provision of accommodation, and sport in accordance with universal principles of equity, fairness and social justice and in accordance with anti-discrimination laws.

SCOPE

Staff, students, visitors and contractors at the sites and centers of the school.

The Equal Opportunity Policy applies to the activities of Kufuzu School of Accounting and Sciences.

POLICY STATEMENT

We are committed to equal opportunity in employment, education, service delivery, provision of accommodation, and sport.

Students and staff are encouraged to bring their capabilities, approaches, experiences and ideas, which reflect our diverse and inclusive community and world.

The School environment in which you engage should be without fear of discrimination, harassment or bullying, where all students, staff and others participating in our community are treated with dignity, courtesy and respect.

To create the professional and supportive environment where you can thrive in, we prohibit all forms of unlawful discrimination, harassment (including sexual harassment), vilification and victimization. These will not be tolerated.

We strive to ensure our policies, procedures and practices incorporate the principles of equal opportunity. They reflect:

- the fair treatment of individuals without making judgments based on personal attributes which are protected under the Equal Opportunity Act 2010.
- that all our participants in our community are entitled to work, study and be in an environment which is free from unlawful discrimination, harassment, vilification and victimization;
- equal access to benefits and services by students and staff, including assistance to reasonably accommodate a person's disability.

We encourage everyone to seek advice and support when they feel they have been treated unfairly, or when they have experienced or witnessed concerning behavior.

We have policies and procedures for the effective resolution of complaints, including how to make a report of concerning behavior, which are detailed within the Human Resources procedures and student conduct rules and may be accessed via the Safer Community Unit or the Manager, Ethical Conduct.

We treat any breach of our policies or procedures seriously. We encourage reporting of concerns about non-compliance and will manage compliance in accordance with the applicable Enterprise Agreement, student conduct rules or contract terms.

DEFINITIONS

Discrimination

Treating or proposing to treat an individual unfavorably because they have a protected attribute.

Discrimination can be direct or indirect:

Direct discrimination can occur when a person or group is treated less favorably than another

person or group in a similar situation, because of a protected attribute;

Indirect discrimination involves imposing a requirement, condition or practice that operates to

disadvantage a person with a protected attribute, and it is not reasonable.

Harassment

Unwelcome conduct that might reasonably cause a person to be offended, humiliated or intimidated

because they have a protected attribute. Harassment can also happen if someone is working in an

environment permeated by conduct or activities that make it hostile, or intimidating. The behavior can

be overt or subtle, verbal, non-verbal or physical.

Protected attribute

It is against the law to discriminate because of a protected attribute, which includes:

- age;
- career and parental status;
- disability;
- employment activity;
- gender identity (which includes gender expression);
- industrial activity;
- Intersex status;
- lawful sexual activity and sexual orientation;
- marital status or relationship status;
- physical features;
- political belief or activity;
- pregnancy and breastfeeding;
- race;
- religious belief or activity;
- sex;
- expunged homosexual conviction; or

- personal association with someone who has, or is assumed to have, one of these personal characteristics.

Victimisation

Subjecting a person to negative treatment because they have:

- asserted their rights under equal opportunity law
- made a complaint under equal opportunity law
- helped someone else make such a complaint; and
- refused to do something because it would be discrimination, sexual harassment or victimisation.