Preventing and Addressing Racism in Schools Policy

Help for non-English speakers

If you need help to understand the information in this policy, please contact our office on 8311-5555.

PURPOSE

To provide parents/carers and other members of our school community with an understanding of how the school prevents and addresses racism.

POLICY

Racism is not tolerated in Harvester Technical College

Harvester Technical College is committed to fostering a welcoming, inclusive environment where racism is not tolerated. Racism harms mental health, learning and sense of belonging. We celebrate the diversity of cultures, ethnicities and faiths within our community. It is up to all of us at Harvester Technical College to make our school a place that is free of racism and where everyone feels respected and can learn in a safe and inclusive environment.

What Harvester Technical College is doing to prevent racism

Sunshine College follows the Department of Education's **Preventing and Addressing Racism in Schools Policy**. We are building a culturally safe school with inclusive learning for everyone by working with staff, students, families, carers and communities. We will:

- provide programs that teach about and celebrate diversity, inclusion and the impact of racism to build understanding and empathy
- use practices that support our community to thrive
- implement anti-racism efforts to prevent and address racism effectively
- make sure everyone feels safe, with clear and accessible pathways to report racism

What to do if your child experiences or witnesses racism at school

If your child experiences or witnesses racism or religious discrimination at school, please let us know. You can tell any of the following school staff members:

Student Engagement & Wellbeing Team:

Robert Coghill, Rucio Sosnowski, Jacqueline Fellows, Anthony Raffoul

Leading Teacher of Student Engagement:

Carolyn Papageorge

Learning Specialist:

Tamara Zerafa

Campus Principal:

Trudy Whiteside

College Principals:

Tim Blunt, Jodie Parsons

Report Racism hotline

If you don't feel comfortable reporting racism to school, or you are not happy with the school's response, you can report racism to:

- the Department of Education's Report Racism hotline via email report.racism@education.vic.gov.au or phone 1800 722 476 (Monday to Friday, 9am to 5pm)
- Victorian Aboriginal Education Association Inc. (VAEAI) via email vaeai@vaeai.org.au or phone 03 9481 0800 (Monday to Friday, 9am to 5pm)
- Victorian Equal Opportunity and Human Rights Commission (VEOHRC) online, via email complaints@veohrc.vic.gov.au or phone 1300 292 153 (Monday to Friday 10am to 2pm).

For additional support following an incident of racism:

- First Nations students, staff or families can contact Victorian Aboriginal Education Association Inc. (VAEAI)
- Jewish students, staff or families can contact the Jewish Community Council of Victoria
- Muslim students, staff or families can contact the Islamic Council of Victoria

For more information about how to report racism to the school, and to get information in community languages, visit this website: Report racism or religious discrimination in schools.

If you need an interpreter to call the school, please use the details available at: Guide for Families: How to use an interpreter to contact your school.

How Harvester Technical College will respond to racism

When you report a racist incident, Harvester Technical College will:

- take your report seriously and act quickly
- give you ongoing support
- investigate and respond safely and appropriately
- keep you informed, while respecting privacy
- review the incident to help avoid it from happening again.

See Department of Education Preventing and Addressing Racism Policy

POLICY REVIEW AND APPROVAL

Policy last reviewed	June 2025
Approved by	The Principal
Next scheduled review date	June 2028