



Footscray City Films at Footscray City College is guided by the principle of equal opportunity in all of its activities. The Film School aims to create a positive and equitable work and study environment, where all staff and students are treated fairly. The Film School celebrates the diversity of its community and recognises the rights and responsibilities of all its members.

Equal Employment Opportunity

The Film School is responsible for ensuring that equal employment opportunities exist for all current and future employees. Staff will be selected or promoted according to merit with major importance being placed on the expected future performance of the staff member, irrespective of irrelevant personal attributes.

The Film School acknowledges there are imbalances in the representation of certain groups of people in different areas of the Film School. This may be from past or continuing disadvantage or discrimination in employment. These (target) groups may include women, Indigenous Australians, members of racial, ethnic and ethno-religious minority groups and people with disabilities.

The Film School is committed to identifying and eliminating the barriers that may be encountered by above group members, including the elimination of discriminatory selection criteria, access to training and development, support and mentoring.

Discrimination and Harassment

The Film School is committed to eliminating unlawful discrimination against or harassment of all members of the Footscray City Film School community in line with the expectations of relevant State and Federal legislation. The Film School has an anti-discrimination policy and a Sexual Harassment policy and procedure.

Affirmative Action

Affirmative Action is the systematic approach to the identification and elimination of barriers encountered by target group members (as defined above). Whilst the Film School continues to promote and employ people based on merit, the development of programs to allow staff equal access to all employment opportunities and remove discriminatory barriers is essential to ensuring equal employment opportunities.

Equal Opportunity in Education

Footscray City Films will continue to develop and extend programs for the admission of disadvantaged groups and take positive steps to provide support for members of disadvantaged groups once they are admitted to the Film School. This will include encouraging the increased participation of women, Indigenous Australians, members of racial, ethnic and ethno-religious minority groups and people with disabilities and other underrepresented groups of students in all aspects of Film School life. The Film School will maintain and develop programs to accommodate disadvantaged or disabled students, adjusting where necessary the learning environment or procedures

Responsibilities

The Footscray City Film School staff promulgates this policy as integral to the management of Footscray City Films. The responsibility for implementing this policy is a routine part of all staffs' positions at the Film School.

Whilst the Head of the Film School and all staff with people management responsibilities have special responsibility under this policy, all staff and students also have a responsibility to ensure that equal opportunity is actively promoted on our campus, including:

- Creating and maintaining an environment that is free from harassment and discrimination
- Developing policies that are guided by Equal Opportunity principles
- Ensuring that teaching and research processes are inclusive and accessible
- Implementing strategies and plans that actively support equal opportunity for all, including those that are underrepresented in particular areas of employment e.g. Management
- Developing programs that aim to remove barriers and encourage equal opportunities for all groups of people in all activities of the Film School
- Promoting equal opportunity awareness at the Film School
- Ensuring all staff have access to effective complaint resolution process

Especially in regards to employment, all staff are expected to be actively involved in promotion of equal opportunity and removing barriers to those groups that may be under represented in employment areas or that have experienced discrimination.

Equity Training

The Footscray City Film School will provide all staff training that addresses equal employment, discrimination and harassment. The training program will target the different levels of expectations that the Film School has of staff with people management responsibility. This training is compulsory for all staff of the Film School.

Complaint Resolution

The Film School recognises the right of staff and students to raise complaints. Comprehensive procedures for dealing with allegations of unfair treatment unlawful discrimination or sexual harassment are attached to the relevant policies.

Managerial Responsibility:

Head of the Film School