

## Gender Equity Policy and Procedure

### 1. Rationale

All Oxford English Language Centre (Oxford) students deserve, and have a right, to be provided with equal opportunities to succeed in all aspects of schooling. Gender is not a determinant of a student's capacity to learn, but often influences opportunities. It is unlawful to discriminate against a person on the basis of gender.

Oxford is committed to ensuring that all students are provided with equal opportunities to reach their potential, irrespective of gender or stereotypical expectations.

### 2. Scope

This policy and procedure applies to all Oxford staff, contractors, visitors and students.

### 3. Definition

Gender equity means fairness and justice in the distribution of benefits and responsibilities between women and men. It is a set of actions, attitudes, and assumptions that provide opportunities and create expectations about individuals. In the definition gender is never separate from race, ethnicity, language, disability, income, or other diversities that define us as human beings.

### 4. Policy

- 4.1 Oxford values diversity and strives to ensure that all students receive equal status and equal opportunities to achieve.
- 4.2 The Oxford curriculum and delivery will do justice to both genders and lead to equitable outcomes by enhancing the capacity of students to participate in all aspects of schooling.
- 4.3 The Oxford curriculum and practices will challenge stereotypical gender views, including historical values, attitudes and roles.
- 4.4 Oxford will accommodate a diverse range of learning styles that complement the multiple intelligences of all students and promote cooperative strategies.
- 4.5 Classes will be gender balanced and operate in a manner that provides equal opportunities for all.
- 4.6 Positive male and female role models will be highlighted in the curriculum, with students having opportunities to work with mentors of both genders.
- 4.7 The Oxford curriculum will place an emphasis upon the development of personal and social skills, as opposed to simply narrow academic or sporting achievement.
- 4.8 Non-sexist language will be used within Oxford.
- 4.9 The student and staff dress code will ensure all students and staff are dressed appropriately.

- 4.10 Subject and career choices will be based on capabilities, competencies and interests rather than stereotypical or historical bias.
- 4.11 Achievements of all students will receive appropriate public recognition.
- 4.12 This policy is to be read in conjunction with the Anti-Bullying and Anti-Harassment Policy and Procedure and the Equal Opportunity and Anti-Discrimination Policy and Procedure.

## **5. Procedure**

- 5.1 Staff members, students and other stakeholders of Ozford will be informed of the College's approach to gender equity and will be provided with information relating to their rights and responsibilities.
- 5.2 All staff members will be made aware of the legislative requirements relating to equal opportunity and anti-discrimination issues including those relating to gender equity.
- 5.3 Any form of discrimination will not be tolerated.
- 5.4 Staff members and students are encouraged to report the incident(s) in the first instance, to the Head of ELICOS or the Principal with the provision of any documentary evidence setting out the dates, times and places (if available).
- 5.5 The Complaints and Appeals Policy and Procedure will be followed for investigating and resolving any such matters. All claims of discrimination will be taken seriously with utmost confidentiality, documented promptly and accurately and constructively addressed. The rights and sensitivities of all individuals will be safeguarded.

## **6. Feedback**

Feedback or comments on this policy and procedure is welcomed by the Executive Management Team.