



# OZFORD

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**OZFORD COLLEGE OF BUSINESS (CRICOS: 02573B)**  
**OZFORD ENGLISH LANGUAGE CENTRE (CRICOS NO. 02501G)**  
**OZFORD COLLEGE (CRICOS NO. 02427A, REGISTERED SCHOOL NO. 2016)**  
**OZFORD INSTITUTE OF HIGHER EDUCATION (CRICOS: 03429B)**

## **Gender Equity Policy**

(To be read in conjunction with Anti-Harassment Policy & Anti-Discrimination Policy)

### **1. 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.

### **2. Rationale**

All 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.

### **3. Aims**

To ensure that all students are provided with equal opportunities to reach their potential, irrespective of gender or stereotypical expectations.

### **4. Implementation**

- Ozford values diversity and strives to ensure that all students receive equal status and equal opportunities to achieve. Refer to the Australian Human Rights Commission.  
[http://www.hreoc.gov.au/sex\\_discrimination/programs/laws.html](http://www.hreoc.gov.au/sex_discrimination/programs/laws.html)
- Our curriculum and delivery will do justice to both genders and lead to equitable outcomes by enhancing their capacity to participate in all aspects of schooling.
- Our curriculum and practices will challenge stereotypical gender views, including historical values, attitudes and roles.
- We will accommodate a diverse range of learning styles that complement the multiple intelligences of all students and promote cooperative strategies.
- Classes will be gender balanced, and operate in a manner that provides equal opportunities for all.
- Positive male and female role models will be highlighted in the curriculum, with students having opportunities to work with mentors of both genders.
- The curriculum will place an emphasis upon the development of personal and social skills, as opposed to simply narrow academic or sporting achievement.
- Non-sexist language will be used within the school.
- The student and staff dress code will ensure all students and staff are dressed appropriately.

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Ozford Business College Pty. Ltd. is trading as Ozford College of Business (CRICOS No. 02573B, RTO No. 21442, ABN 82 106 243 378); Ozford English Language Centre Pty. Ltd. is trading as Ozford English Language Centre (CRICOS No. 02501G, ABN 35 100 454 475); Ozford College Pty. Ltd is trading as Ozford College (CRICOS No. 02427A, Registered School No. 2016, ABN 41 102 265 225). Ozford Institute of Higher Education Pty Ltd ACN 165 694 351 is trading as Ozford Institute of Higher Education CRICOS Provider No: 03429B.

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- Subject and career choices will be based on capabilities, competencies and interests rather than stereotypical or historical bias.
- Achievements of students will receive appropriate public recognition.

## **5. Evaluation**

This policy will be reviewed annually.