

“Serve Him in Others”

ST JOSEPH’S COLLEGE

STUDENT/STAFF GENDER EQUITY POLICY

Policy Statement:

St Joseph’s College aims to provide a curriculum, social environment and physical facilities which provide equal access to a quality workplace and education for young women and men.

Definition:

Gender Equity is a principle which advocates the development of strategies, programs and attitudes which ensure that opportunities occur for all, regardless of gender.

A gender-inclusive curriculum is one which, by its language and methods, gives equal value and validity to the knowledge, contributions, interest and experiences for all students and staff, male and female.

Rationale:

St Joseph’s acknowledges it is a faith community where the Gospel values of respect and dignity are practised. This community will promote the issue of gender equity not only because of its importance in society but because of its value in helping to overcome cultural ingrained stereotypes. It is important we recognise and celebrate the individual qualities in each person, and challenge the College community to foster empowering relationships which build on the dignity of each person.

Gospel Values which are linked to this Policy:

Equality, justice, respect, community, compassion, love, learning, reverence, dignity, forgiveness, freedom, openness, empowerment, security.

Consequences:

- St Joseph’s College aims to provide an environment in which no student or staff will suffer discrimination on the grounds of gender.
- This policy aims to acknowledge students and staff self-worth and not limit their futures by any preconceptions of gender limitations.
- This policy aims to encourage staff and students to respect gender equity principles.

Procedures – The College will:

- Provide a gender-inclusive curriculum;
- Be equally supportive of all women and men;
- Aim to provide positive role models for all women and men;
- Raise critical awareness in student, staff and parent communities by reflection on gender-stereotyped values and attitudes;
- Ensure that resources are allocated mindful of gender needs;
- Ensure that gender-inclusive language is used in all College documentation;
- Take positive action to eliminate any inequality based on gender;
- Provide educational opportunities for staff and students that encourage gender equity inclusiveness;
- Ensure that students and staff are informed of career opportunities, both traditional and non-traditional.

(May 2010)