

**From:** [REDACTED]  
**To:** [Anti Discrimination Law](#)  
**Subject:** ALRC Survey  
**Date:** Wednesday, 22 February 2023 6:16:33 PM

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We have been involved with the Redlands Christian College in Brisbane Qld.

Our grandchildren, 6 in total at this time, have been attending this school for some time and are very happy to be involved in this school.

It's Christian values are important to us and their families as it reinforces our own and their parent's Christian lifestyle which concentrates on honesty ,integrity, good behaviour and good character.

It is extremely important that the teachers who are selected are Christians who uphold the School's Christian beliefs, values and teachings.

The creation of a "community of faith" within a religious educational institution is very important.

It's Christian values and standards should be modelled by the staff in the teaching of subjects and lessons and the Christian School should be free to create a community of faith by employing staff who will reflect the authenticity Of the Christian School's teachings.

We have NOT experienced or witnessed any discrimination of any sort because as we believe, the applicant has accepted and agreed to the code of behaviour.

The question about reforms to change the law so that religious educational institutions would not be allowed to discriminate against students on the grounds of sexual orientation, gender identity, marital or relationship status or pregnancy.

Our belief is that the Christian institutions do not exclude students who identify as gay, as some may deliberately say otherwise for nefarious reasons. Instead, bullying of gay students would not be tolerated and may lead to the offending bully to be expelled.

The question on what we think about reforms to change the law so that religious educational institutions would not be allowed to discriminate against staff on the grounds of sex, sexual orientation, gender identity, marital or relationship status or pregnancy?

Christian Schools and Christian Institutions require to reflect their Christian beliefs openly with faith based teachers and staff to maintain continuity of their Christian beliefs and behaviour about gender and sexuality.

Christian beliefs about gender and sexuality have been held by, not only Christians, but other religious faiths over the centuries.

Christian organisations don't discriminate against those who have agreed to reflect the Biblical standards of the Institution. However, students and parents are not necessarily expected to uphold and respect the Christian values of the school but should be respectful of the school's beliefs.

We ask that the ALRC to allow religious schools and educational Institutions to choose the staff who will maintain and uphold the Christian and Biblical standards of the school.

The question in relation to the employment of staff and selection of contractors...

What do you think religious educational institutions should be permitted to take into account in preferencing members of the same religion?

The reforms recommended by ALRC should allow for the Religious educational institutions to maintain and function within their Christian ethos.

Are there some factors that institutions should be permitted to take into account for particular employee/contractor roles, but not for other employee/contractor roles?

The Religious educational institutions have a faith based belief and many staff and parents wish to be attached to this type of school. The school also functions in a caring way as it should do if it is to live up to the teachings of Christ.

Therefore, Christian Schools and educational institutions should not be denied their present status since reforms that remove their present ethos would have a devastating impact on the way they operate as a faith community.

Please note the report from an independent Expert Panel in 2018 and its recommendation that the staff and parents were aware of the school policy etc.

Yours Sincerely,

Peter Bellas

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[REDACTED]