

## Equity, Diversity and Inclusion Policy

| Version                 | Approved by            | Approval date | Effective date | Next full review |
|-------------------------|------------------------|---------------|----------------|------------------|
| 3.3                     | Director of Governance | 10 May 2021   | 10 May 2021    | November 2020    |
| <b>Policy Statement</b> |                        |               |                |                  |

### Purpose

## 2. Our principles

To create a culture that both values and benefits from equity, diversity and inclusion, staff and students are required to follow these principles in our interactions with each other and the broader community, whilst carrying out the activities (or related activities) of the University.

**2.1.** The University will provide equal opportunity by removing barriers to participation and progression in employment and education so that all staff and students have the opportunity to fully participate in University life, and we will review the effectiveness of actions undertaken.

**2.2.** The University will support staff and students to exercise their rights and responsibilities as Td[54 0 Td[5

- *Sex Discrimination Act 1984*

Discrimination occurs when a person, or a group of people, is treated less favourably (either directly or indirectly) than another person or group because of a protected attribute.

Harassment is unwelcome conduct on the basis of certain protected attributes that could reasonably be anticipated to cause a person to be offended, humiliated or intimidated.

Protected attributes or characteristics under Australian federal, state and territory laws include:

- **Family/carer -related characteristics:** including marital or relationship status, pregnancy or potential pregnancy, breastfeeding and family or carer responsibilities.

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**Unlawful discrimination and harassment**