

Equity, Diversity and Inclusion Policy

1. Purpose

This Policy sets out the principles that underpin UNSW College's commitment to a study and work environment in which diversity is respected and inclusion is valued, which enables equitable access and full participation for all, and from which discriminatory practices are eliminated.

2. Scope

This Policy applies to students, staff, members of decision-making and advisory bodies, contractors, and visitors to UNSW College.

3. Policy statement

UNSW College's approach to equity and diversity is shaped by the following principles:

- (a) Practices and processes are fair, equitable and transparent, and accord with the principles of natural justice.
- (b) All reasonable steps are taken to achieve diversity in its decision-making bodies, in its leadership and management roles, in its workforce generally, and across its student body.
- (c) The perspectives of all staff and all students are valued and the diversity of those perspectives will be reflected across the activities of the College, including in corporate and academic decision-making, curriculum design, approaches to teaching and learning, and external engagement.
- (d) All reasonable steps are taken to create a safe work and study environment in which diversity and difference are respected, which is free from discrimination and harassment, sexual harassment and sexual assault, and which is characterised by inclusiveness and mutual respect.
- (e) Staff will encourage and model inclusive language, and model and nurture a culture of respectful interaction.
- (f) All reasonable steps are taken to inform and educate staff and students about their rights and responsibilities under this Policy, related Procedures, and relevant legislation.
- (g) Practices and processes aim to eliminate discrimination, harassment, bullying and vilification, whether it be in virtue of an attribute specified in anti-discrimination legislation or in virtue of some other attribute irrelevant to their role as a student or a staff member.



- (h) All reasonable steps are taken to ensure that staff enjoy equitable access to opportunities for participation and advancement within the workforce.
- (i) All reasonable steps are taken to ensure that students enjoy equitable access to opportunities for participation and success in their studies and in other aspects of institutional life and culture.
- (j) Curriculum development will be informed by the principles of universal design, so as to make provision for student diversity, including in learning styles, culture, social background, and gender.
- (k) In ensuring equitable access to opportunities and participation, the College will be cognizant of patterns of systematic disadvantage experienced by particular groups of people.
- (l) The College recognises the cultural rights of Aboriginal and Torres Strait Islander peoples and will support their access to employment and education.
- (m) Curriculum, teaching and learning resources will be regularly and systematically reviewed, including through findings from student feedback and consultation, to improve their effectiveness in achieving inclusion of diverse groups and equitable access to opportunities.
- (n) Key aspects of the student life cycle, including recruitment, course progression, academic achievement, satisfaction, support services, retention and completion rates and graduate outcomes, will be monitored and regularly and systematically reviewed, including through findings from student feedback and consultation, to improve their effectiveness in achieving inclusion of diverse groups and equitable access to opportunities.
- (o) Employment practices, including recruitment, remuneration, professional development, retention, progression and promotion, health and safety, and performance management, will be regularly and systematically reviewed, including through staff feedback and consultation, to improve organisational effectiveness in achieving inclusion of diverse groups and equitable access to opportunities.
- (p) Policies, procedures, and structures will be regularly and systematically reviewed, including through appropriate consultative actions, to improve their effectiveness in achieving inclusion of diverse groups and equitable access to opportunities.
- (q) The College will comply with all relevant Commonwealth and state legislation.

4. Disclosure of equal opportunity attributes

UNSW College aims specifically to eliminate discrimination on the grounds of age, race, sex, intersex status, sexual preference, gender identity, disability, marital or relationship status, parental status, family responsibilities, pregnancy, breastfeeding needs, religious



belief or activity, political belief or activity, trade union activity, or a person's association with someone who identifies with any of these attributes.

While disclosure of equal opportunity information is optional, staff and students who identify with any of the attributes listed above, are encouraged to provide this information where appropriate. This information can play a key role in developing, assessing the effectiveness of, and improving equity actions and strategies. Information disclosed will be kept confidential and will be used to develop, assess and improve equity strategies and actions, and for internal governance and government reporting requirements.

5. Gender equity

UNSW College is committed to providing equitable opportunities for staff of all genders and gender identities and seeks to have gender diversity across its workforce, including in decision-making, leadership and management roles. This is reflected in approaches to employment, promotion, succession planning and professional development.

UNSW College is committed to providing equitable opportunities in education to students of all genders and gender identities, particularly in courses and programs that have historically been associated with lower levels of gender equity (such as STEM disciplines).

6. Aboriginal and Torres Strait Islander peoples

UNSW College is committed to acting with respect towards Aboriginal and Torres Strait Island peoples and acknowledges their cultural rights as Australia's first nations people.

The College has Policies, Procedures and practices designed to deliver equitable employment, and career development and progression opportunities for Aboriginal and Torres Strait Islander people across all areas and levels of employment.

The College has Policies, Procedures and practices designed to deliver equitable educational opportunities to Aboriginal and Torres Strait Islander students throughout their student life cycle, beginning with admission through to graduate outcomes; and to enable their full and active participation in the College community.

7. People with a disability

UNSW College is committed to the inclusion of people with disabilities both as employees and as students. This commitment is reflected in its Policies, Procedures and practices, and in the steps it takes to foster positive and informed attitudes and behaviour towards people with disabilities.

8. Sexually and gender diverse people

UNSW College is committed to the inclusion of staff and students of diverse sexualities and gender identities, and to their equitable access to opportunities in employment at all levels, and in education. This commitment is reflected in its Policies, Procedures and practices, and in the steps it takes to foster positive and informed attitudes and behaviour towards sexually and gender diverse people.

9. People from culturally and linguistically diverse backgrounds

UNSW College is committed to the inclusion of staff and students with linguistically and culturally diverse backgrounds, and to their equitable access to opportunities in employment at all levels, and in education. This commitment is reflected in its policies, procedures and practices, and in the steps it takes to foster positive and informed attitudes towards culturally and linguistically diverse people.

10. Planning and reporting

UNSW's College's commitments, plans, strategies, responsibilities and actions, regarding equity, diversity and inclusion, permeate its operational areas, intersect with a variety of policies and procedures, and impact on a variety of processes and practices.

Consequently, the College Board of Directors will oversee the achievement of the College in embedding equity, diversity and inclusion priorities across student and staff operations and receive a report at least annually on achievements of the College and opportunities for improvement.

11. Roles, responsibilities and delegations

Role	Responsibility
Board of Directors	Oversees, critically analyses and provides advice on matters relating to equity, diversity and inclusion, including the implementation of the principles in this Policy and actions that might be taken to improve implementation.

12. Definitions

Definitions and Acronyms	
Universal design (in the context of education)	Design of learning environments, curriculum and assessments that equitably serves all learners regardless of their ability, disability, age, gender, learning styles, or social, cultural, and linguistic background.
Attribute specified in anti-discrimination legislation	(a) sex (b) relationship status (c) pregnancy, or potential pregnancy



	<p>(d) parental status</p> <p>(e) breastfeeding</p> <p>(f) age</p> <p>(g) race, including colour, national extraction, nationality, national or ethnic origin and immigration status</p> <p>(h) disability or impairment</p> <p>(i) religious belief or religious activity</p> <p>(j) political belief or activity</p> <p>(k) trade union activity</p> <p>(l) lawful sexual activity</p> <p>(m) gender identity</p> <p>(n) sexuality</p> <p>(o) intersex status</p> <p>(p) social origin</p> <p>(q) family or carer's responsibilities</p> <p>(r) association with, or relation to, a person identified on the basis of any of the above attributes.</p>
Bullying	The repeated less favourable treatment of a person by another or others, often involving a misuse of power, which may be considered unreasonable or inappropriate.
Discrimination	Less favourable treatment or proposed less favourable treatment of a person on the basis of an attribute specified in anti-discrimination legislation or some other attribute irrelevant to the situation.
Harassment	Behaviour, ordinarily of a repetitive nature, towards an individual or group of individuals that intimidates or humiliates in circumstances where a reasonable person would have anticipated the resulting humiliation or intimidation.
Vilification	a public act that could incite hatred, serious contempt or severe ridicule towards a person or group.

Related Policy Documents and Supporting Documents	
Legislation	<ul style="list-style-type: none"> • Age Discrimination Act 2004 (Cth) • Anti-Discrimination Act 1977 (NSW) • Australian Human Rights Commission Act 1986 (Cth) • Disability Discrimination Act 1992 (Cth) • Disability Standards for Education 2005 (Cth) • Fair Work Act 2009 (Cth) • Modern Slavery Act 2018 (Cth) • Racial Discrimination Act 1975 (Cth) • Sex Discrimination Act 1984 (Cth) • Workplace Gender Equality Act 2012 (Cth)
Policy	<ul style="list-style-type: none"> • Admissions Policy • Assessment Policy



	<ul style="list-style-type: none"> • Students with a Disability Procedure • Student Code of Conduct • Staff Code of Conduct • Employment Policy
Procedures	<ul style="list-style-type: none"> • Admissions Procedure • Assessment Procedure • Workplace Flexibility Procedure • Anti-Discrimination, Bullying and Harassment Procedure • Return to Work Program Procedure • Leave Procedure

13. Policy Governance

Equity, Diversity and Inclusion Policy	
Category/Business Group	Legal and Compliance
Published Externally (Yes/No)	Yes
Approver	Academic Board
Responsible Officer	Chief Executive Officer
Contact Officer	Head of Legal and Compliance
Effective Date	17/08/2023
Next Review Date	17/08/2026
Version	1.0

Revision History

Version	Approved by	Approval date	Effective date	Sections modified
1	Academic Board	08 August 2023	17 August 2023	N/A

Please visit our website to ensure that you have the latest version of this Policy. Policies are available at: unswcollege.edu.au/about/policies