



Equity and Diversity Policy

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1. PURPOSE

The purpose of the *Equity and Diversity Policy* is to support the commitment of the Australis Business School (“Australis”) to providing all students and potential students with conditions of participation in and access to higher education based on equal opportunity and academic freedom. This policy guides and supports practices that result in equitable access to learning outcomes for students and to employment opportunities for staff throughout Australis. This policy should be considered in conjunction with the *Bullying, Discrimination and Harassment Prevention and Management Policy and Procedure*.

2. SCOPE

This policy applies to all current and prospective Australis students, as well as all staff, both academic and administrative, and affiliates at Australis.

3. DEFINITIONS

See the Australis *Glossary of Terms* for definitions.

4. POLICY PRINCIPLES

Australis’s equity and diversity principles include:

- cultural diversity and inclusion of peoples from all parts of the world contributing to the richness of the learning and teaching environment
- an inclusive environment free from discrimination and inequity where everyone is treated with fairness, respect and dignity
- commitment to accessibility and flexibility for all people including those with learning needs, disability or needs for mobility assistance
- support of those who have been educationally disadvantaged including women, people from culturally and linguistically diverse backgrounds, people with disability, LGBTIQ+ people and Aboriginal and Torres Strait Islander peoples

Australis is committed to providing an environment that is equitable and safe for all staff, students and clients, and that complies with state and national legislation. Australis will uphold principles of equity for all students and staff, and will create opportunities for diverse student groups to have access to and succeed in their studies, through promoting good relations among and between staff and students, as well as creating conditions which contribute to everyone reaching their full potential.

Australis is committed to creating a work environment that attracts, retains and fully engages diverse talents, leading to enhanced innovation and creativity, by treating each job applicant and each progression or promotion decision at Australis fairly and appropriately. Australis promotes and supports a diverse workforce at all levels of the organisation by ensuring that no member of staff receives less favourable treatment on the basis of race, gender, gender identity, sex or sexual orientation, age, marital status, religion or belief, disability, reassignment or pregnancy and maternity.

Australis will monitor and ensure that student admission and recruitment processes and practices are fair, transparent, consistent and free from bias (see the *Admission and Student Selection Policy and Procedure*). Australis will expand its student profile to become more diverse and provide support to students from under-represented and disadvantaged groups in order to facilitate academic success through equal opportunity. Students will be encouraged and supported to exercise their rights and responsibilities in relation to equity and diversity (see the *Student Welfare, Wellbeing and Support Policy and Procedure*).

5. ROLES AND RESPONSIBILITIES

Australis has a legal and a moral obligation to provide equal opportunity in employment and a workplace free from discrimination and harassment (see the *Bullying, Discrimination and Harassment Prevention and Management Policy and Procedure*). The success of Australis's equal opportunity and diversity approach depends on the cooperation of the Australis community. All senior leaders, directors and managers are responsible for ensuring that Australis community members are aware of, and comply with, Australis's commitment to and promotion of equity and diversity. They also have accountability for the implementation of equal opportunity, gender equity and diversity across the School.

All Australis staff will treat students, clients, business allies and suppliers fairly and will not engage in anticompetitive practices that unlawfully restrict the free market economy. Australis is therefore firmly committed to upholding the *Competition and Consumer Act 2010* (Cth) and corresponding state legislation.

As part of an academic community and according to the *Australis Code of Conduct*, all members of the Australis community are expected to:

- treat others with respect and courtesy
- show respect for the views and opinions of others
- treat others equitably and inclusively irrespective of gender, sexual orientation, race, disability, medical condition, cultural background, marital status, age or political conviction
- avoid any conduct that might be perceived as sexual, racial or gender-based harassment or another form of intimidation
- familiarise themselves with and abide by Australis policies and procedures
- maintain standards of academic conduct, particularly in relation to academic integrity
- behave in a safe manner that does not threaten the life or safety of any person
- behave responsibly and follow the instructions of campus staff in the case of an emergency.

Students at Australis are expected to:

- treat all Australis staff, other students and visitors with courtesy, tolerance and respect – this extends to venues off campus and online, and within the local neighbourhood where student behaviour is likely to be linked to the School
- have regard for the rights of others to express political and religious views in a lawful manner
- have regard for the rights of others to be treated fairly, free from all forms of bullying, harassment and unlawful discrimination
- not act in a way that could be perceived to be intimidating or threatening or to cause any person to fear for their personal wellbeing or safety, including sexual harassment
- not behave in a way that deliberately, recklessly or negligently endangers a person's life, health or safety (see the *Health and Safety Policy*) on an Australis site or in connection with legitimate Australis activities
- not behave in a way that interferes with or disrupts any teaching, learning or academic activity of the School or any political, cultural, social or sporting gathering conducted by the School or authorised to be held on campus
- comply with any reasonable request or direction from a staff member where the direction or request supports safety, good order and compliance with Australis policy.

6. BREACHES AND COMPLAINTS

Breaches of this policy will be addressed in accordance with the *Code of Conduct*. Students and staff have the right to complain if they have concerns regarding equal opportunity. Please refer to the *Student Complaints and Appeals Policy and Procedure* and the *Staff Complaints and Appeals Policy and Procedure* for further information.

7. Related Documents, External References and Version Control

7.1 Related/Referenced Documents

- Aboriginal and Torres Strait Islander Peoples Education Policy
- Admission and Student Selection Policy and Procedure
- Bullying, Discrimination and Harassment Prevention and Management Policy and Procedure
- Code of Conduct
- Health and Safety Policy
- Non-Academic Misconduct Policy and Procedure
- Professional Development and Scholarly Activity Policy and Procedure
- Staff Complaints and Appeals Policy and Procedure
- Strategic Plan
- Student Complaints and Appeals Policy and Procedure
- Student Welfare, Wellbeing and Support Policy and Procedure

7.2 Related Legislation and External References

- Higher Education Standards Framework 2021
- Tertiary Education Quality and Standards Agency (TEQSA) Act 2021

7.3 Version Control

Version	Date	Reviewed/approved by	Key notes/changes
0.1	08/07/22	Board of Directors (BoD)	Approved at the BoD meeting on 08/07/22 with minor editorial corrections.
0.2	12/01/23	Learning and Teaching Committee (LTC)	Overview section removed and minor editorial improvements made.
0.3	31/01/23	Academic Board (AB)	Approved at the AB meeting on 31/01/23.
0.4	29/11/24	Higher Degree Research Committee (HDRC)	Minor editorial improvements.
0.5	05/12/24	AB	Approved at the AB meeting on 05/12/24.
0.6	06/12/24	BoD	Approved at the BoD meeting on 06/12/24.

7.4 Document Review

To be reviewed at least every five (5) years from the date of final approval

