



Inclusion, Diversity and Equity Policy

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| Responsible Officer | Executive Director, Human Resources |
| Approved by | Vice-Chancellor |
| Approved and commenced | December, 2014 |
| Review by | December, 2017 |
| Relevant Legislation, Ordinance, Rule and/or Governance Level Principle | <i>Racial Discrimination Act 1975</i> <i>Sex Discrimination Act 1984</i> <i>Australian Human Rights Commission Act 1986</i> <i>Workplace Gender Equality Act 2012</i> <i>Age Discrimination Act 2004</i> <i>Disability Discrimination Act 1992</i> <i>Anti-Discrimination Act 1998</i> Governance Level Principle 11: Employment |
| Responsible Organisational Units | Human Resources and Student Centre |

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1 Objective

The objective of the Inclusion, Diversity and Equity Policy is to articulate the University of Tasmania's (University) commitment to providing an accessible and inclusive learning and work environment and to support to the University's legal obligation to provide an environment that is free from discrimination and harassment.

2 Scope

This policy applies to all University staff, voluntary position holders, students, volunteers, visitors and members of advisory and governing bodies, in all campuses and locations of the University, and at all times whilst engaged in University business or otherwise representing the University.

The scope encompasses affiliates, contractors and consultants, appointed or engaged by the University, to perform functions and/or recognised for their contribution to the University.

3 Policy Provisions

3.1 General Principles

The University is committed to providing equitable access to learning and employment opportunities as well as equitable learning and employment outcomes. The University strongly supports the continued inclusion of all people in all aspects of the University community.

Consistent with the University Statement of Values, the University's Inclusion, Diversity and Equity Principles state that we, the University community:

- are responsible for creating and promoting inclusive research, learning, teaching and working environments open to differences, welcoming of diversity, intolerant of harassment and discrimination; where all people are treated with respect, fairness and justice.
- recognise human diversity as an asset and strength; acknowledging its potential as a source of vitality, creativity and growth.
- acknowledge equitable practices as key enablers of participation and opportunity.
- integrate inclusion, diversity and equity into University planning and practice, through shared ownership and responsibility.
- enable each other to build the skills and confidence to implement, advocate, and model inclusive practices assisted by clear policies, processes, and professional development.

The University aims to:

- build a University community in which all members are able to realise their full potential and participate in all aspects of University life.
- ensure differences among members of the University are respected and valued.
- foster an inclusive and vibrant culture for students and staff that respects and values diversity.
- provide an environment free from discrimination and harassment.
- celebrate the diverse student profile, and to ensure that its learning and teaching and social and cultural environment enables and supports the participation of all students; including those experiencing disadvantage.
- take opportunities to recruit, appoint, develop and promote staff from equity groups, at all levels and across all of its teaching, research and administrative areas.
- use its best endeavours to ensure that the University's publications and official documents use inclusive and non-discriminatory language and imagery.

In some circumstances the University may take special measures that lawfully discriminate between groups of individuals in order to provide substantive equality of opportunity for members of a group with a particular attribute.

3.2 Roles and Responsibilities

All senior University leaders are responsible for ensuring that members of the University community are aware of, and comply with, the University's commitment to equity, diversity and inclusiveness.

Heads of Units, managers and supervisors are required to demonstrate and promote equity, diversity and inclusivity in the University environment.

All members of the University community will ensure that their own behaviour is appropriate and in accordance with the University's Statement of Values, Equity, Diversity and Inclusivity Principles and relevant policies.

3.3 Planning and Training Requirements

All University fixed-term and continuing staff shall complete the online training package (or equivalent) on equality and diversity. Staff must complete the course

within their probationary period or within their first six months of employment if their probation period exceeds six months.

The University will also ensure that opportunities are provided for staff to build capacity in the areas of equity, diversity and inclusivity, particularly those in a leadership or supervisory role.

The University will also seek to embed equity, diversity and inclusivity considerations into its planning, reporting and accountability arrangements.

3.4 Contact Officers

Students and staff who believe they are experiencing inappropriate behaviour should, in the first instance, make contact with University Contact Officers.

4 Supporting Documentation

- UTAS Statement of Values
- University Behaviour Policy
- Disability & Health Conditions Policy and Procedures
- Breastfeeding Policy and Procedures
- Guidelines for Aboriginal Identified Positions
- Inclusion, Diversity and Equity website
- Current Students Website

5 Versioning

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| Former Version(s) | Version 1 – Equal Employment Opportunity Policy revoked; xx month, 2014 |
| Current Version(s) | Version 2 – Inclusion, Diversity and Equity Policy (current document); approved December, 2014. |