



## Equal Opportunity and Diversity Policy

### 1. Purpose

This policy provides the framework to ensure that Western Sydney University International College (WSUIC) is guided by the principles of equal opportunity, respect and inclusion and complies with the spirit and intent of federal and state legislation.

### 2. Scope

- 2.1 All members of WSUIC have a responsibility to contribute to the achievement of an equitable working and learning environment and the policy applies to all members of WSUIC including staff, students, contractors, visitors or individuals engaged in official relations with WSUIC.
- 2.2 WSUIC has a responsibility to satisfy State and Commonwealth equal opportunity legislation requirements. As such this policy should be read in conjunction with the relevant legislation

### 3. Definitions

N/A

### 4. Policy Statement and Principles

- 4.1 WSUIC is committed to the goals of equal opportunity in education and employment and is to providing a work and study environment for staff and students that fosters fairness, equity and respect for social and cultural diversity, and that is free from unlawful discrimination, harassment, victimisation and bullying.
- 4.2 Western Sydney University International College declares its commitment to academic freedom and freedom of speech as fundamental to foster intellectual, cultural and scientific activity for the advancement of society. The College affirms its responsibility to promote intellectual freedom in all areas of scholarship in accordance with its mission. Furthermore, the college is committed to ensuring all members of its community, inclusive of academic staff, students and their representative bodies, have the opportunity to freely inquire, discuss and challenge ideas. Academic freedom encompasses the freedom of teachers and students to teach and study without obstructive interference or restriction within the bounds of the laws of society. It is important that WSUIC supports and defends this premise to improve our academic community.
- 4.3 WSUIC is also committed to diversity in the learning and teaching environment and recognises its value to all within WSUIC. In fulfilling its commitment to equity and diversity, WSUIC, with the cooperation of all members of the teaching and learning environment, will:
  - a) foster a culture that values and responds to the rich diversity of its staff and students;
  - b) overcome past disadvantage for members of staff and student equity groups;
  - c) engender trust between managers and supervisors, staff and students;
  - d) provide socially, culturally and gender inclusive education;
  - e) remove barriers to participation and progression in employment and education;



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- f) increase flexibility through exposure to new ideas and different ways of working;
- g) enhance skills through interdependent learning relationships;
- h) enhance the quality and accessibility of education and employment with increasing links to cultural diversity;
- i) apply the principle that equal opportunity does not mean treating everyone in the same way and that to redress the past disadvantages of particular groups, special measures are needed to improve employment and educational opportunities for people from these groups. These groups include women, Aboriginal and Torres Strait Islander people, people with a disability and people from culturally and linguistically diverse backgrounds; and
- j) ensure that staff and students have the right to raise complaints in good faith under WSUIC's complaints procedure without fear of retaliation or victimisation.

4.4 To achieve these outcomes, WSUIC depends on the continued co-operation of all members of its teaching and learning community.

## **5. Diversity**

5.1 WSUIC consists of a socially, culturally and linguistically diverse community, which enriches teaching and learning capabilities and helps to create a culture that is tolerant, flexible and relevant to the global academic environment. WSUIC values these differences as an essential characteristic in the success of its academic activities and is committed to providing an inclusive learning and teaching environment. Diversity accounts for the many factors that influence the ability of people to participate and succeed in education and employment, including:

- a) prior educational experiences;
- b) cultural identity;
- c) language;
- d) learning styles;
- e) goals and expectations;
- f) motivation;
- g) work and social experiences;
- h) gender;
- i) gender identity;
- j) marital or relationship status;
- k) pregnancy;
- l) lawful sexual activity;
- m) values and beliefs;
- n) disability or impairment;
- o) sexual orientation;



- p) intersex status;
- q) religion;
- r) income;
- s) family responsibilities;
- t) trade union affiliation;
- u) political activity;
- v) geographic location; and
- w) age

5.2 WSUIC aims to meet its commitment to diversity, through practices which encourage, support and provide opportunities for people from diverse backgrounds to access participate and achieve outcomes in the teaching and learning environment.

## **6. Equal Opportunity**

6.1 WSUIC is committed to providing a teaching and learning environment in which employees and students feel that they are valued, treated fairly and are provided with equal access to resources and services available to participate and achieve outcomes in the learning and teaching environment. WSUIC also aims to provide a harassment-free environment that fosters good working relationships between all members of the learning and teaching environment.

6.2 WSUIC also recognises the following specific equity groups who may have experienced disadvantage in education and employment in the past:

- a) women;
- b) Indigenous Australians;
- c) people with a disability; and
- d) people from culturally and linguistically diverse backgrounds;

6.3 WSUIC aims to meet its commitment to equal opportunity, through practices which are free from bias and discrimination, and which provide individuals with the opportunity to access, participate in, and achieve outcomes from education and training.

## **7. Staff**

7.1 WSUIC is committed to ensuring that all employees, or potential employees, enjoy equal employment opportunity (EEO). To provide equal employment opportunity WSUIC undertakes to:

- a) promote and support equal employment opportunity in all its activities;
- b) eliminate discrimination on the grounds provided in the WSUIC Anti-Discrimination and the Prevention of Harassment, Vilification and Bullying Policy;
- c) create an environment characterised by respect where staff are able to work free from discrimination or harassment;



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- d) use non-discriminatory, inclusive language in all official documents and encourage its use throughout WSUIC;
  - e) ensure the application of the merit principle in recruitment, selection and reclassification;
  - f) ensure that employees, or potential employees, are treated fairly and equally when employment decisions are made;
  - g) provide equitable career development opportunities for all staff;
  - h) ensure equitable access to decision-making and resources;
  - i) ensure effective consultation with staff members in the development and implementation of equal employment opportunity; and
  - j) ensure the accountability of managers for the implementation of WSUIC's equal employment opportunity policies and practices.
- 7.2 WSUIC will provide equal opportunity advice and support to staff who feel they have been disadvantaged in their employment by practices and procedures within WSUIC.

## **8. Students**

- 8.1 WSUIC is committed to ensuring that all students, or potential students, enjoy equal opportunity in education. It also commits to providing a teaching and learning environment where all students are encouraged to work towards their maximum potential. To provide equal opportunity in education, WSUIC undertakes to:
- a) provide flexible academic services that are accessible to its students;
  - b) account for requirements of students in strategic and operational planning processes;
  - c) provide opportunities for students to be involved in the planning and decision-making processes on matters that affect them;
  - d) provide a broad, relevant and balanced range of high-quality academic programs and support services that account for the diversity and the needs of all students and potential students, including those underrepresented in education and training;
  - e) provide training and support in the delivery of its academic programs to enable staff to monitor course content, teaching methods, assessment procedures, course and audio-visual material to ensure that they are not discriminatory or offensive and that they encourage and facilitate full participation in the learning and teaching environment by disadvantaged people;
  - f) ensure that members of student equity groups successfully participate;
  - g) provide opportunities for students to achieve outcomes that meet their personal goals;
  - h) provide academic programs and support services in an environment free from unfair disadvantage;
- 8.2 WSUIC will provide equal opportunity advice and support to students who feel that they have been disadvantaged in their education by policies, practices and procedures within WSUIC.



## **9. Awareness**

9.1 As part of its commitment to equal opportunity and diversity, WSUIC aims to increase the awareness of all members of the teaching and learning environment of equal opportunity and diversity practices and responsibilities, by providing information in the following areas:

- a) preventing discrimination and harassment;
- b) reporting and dealing with complaints of discrimination and harassment; and
- c) cross-cultural issues for staff and students.

## **10. Quality and Compliance**

10.1 This policy is reviewed periodically (at a minimum every two years) to ensure regulatory compliance, operational currency, the identification of continuous improvement opportunities and risk identification and mitigation. This review is reflected in WSUIC's Risk Management Framework.

10.2 This policy will be available on the WSUIC website for students and the WSUIC SharePoint site for staff access.

10.3 Emails will be issued to all staff to inform and update them on any changes to the policy and/or procedures and guidelines.

10.4 New staff will receive policy information during the induction process where it relates to their position.

## **11. Policy Source**

11.1 This policy has been developed and informed by the following sources:

- WSU Gender Equality Policy
- WSU Gender Equality Procedures and Guidelines
- WSU Discrimination, Harassment, Vilification and Victimisation Prevention Policy
- WSU Discrimination, Harassment, Vilification and Victimisation Prevention Guidelines

All documents retrieved from WSU DDS Policy Library and updated as versions are reviewed

## **12. Related Forms and Documents**

N/A

## **13. Related Policies, Procedures, Guidelines and Legislation**

- POL 19 WSUIC Acceptable Behaviour Policy



- POL 21 WSUIC Staff Code of Conduct
- POL 39 WSUIC Anti-Discrimination and the Prevention of Harassment, Vilification and Bullying Policy
- POL 20 WSUIC Student Complaints Handling Policy
- Anti-Discrimination Act 1977 (NSW)
- Australian Human Rights Commission Act 1986
- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Equal Opportunity for Women in the Workplace Act 1999
- Fair Work Act 2009
- Work Health and Safety Act 2011 (NSW)

### **Approval and Amendment History**

<b>Approval Authority:</b>	Western Sydney University International College Board of Directors
<b>Policy Owners:</b>	Executive
<b>Approval Date:</b>	16 February 2018
<b>Date for Next Review:</b>	22 February 2026



<b>Amendments</b>		
<b>Revision Date</b>	<b>Version</b>	<b>Summary of changes</b>
21/10/2016	1	New policy developed
16/02/2018	1.1	Replacement of Western Sydney University International College with WSUIC throughout document and addition of WSUIC to definitions ( Clause 1.1 – Remove Purpose statement and replace with current Clause 2.1 – Remove Scope statement and replace with current Clause 4.1 – re-wording of statement to improve flow and intent Clause 7.1 a) – amend name of policy to the correct policy name Clause 8.1 b) – removal of word “individual” and 8.2 addition of word “policies Clause 10 – addition of sub-clauses 10.2, 10.3 and 10.4 Clause 11: new clause to list policy source documents and subsequent re-numbering of following clauses Clause 13 – Remove reference to “Legislation” and add extra related policies Clause 14 – new clause to reference Legislation and the addition of list of related legislation plus links Minor format and grammatical changes
13/02/2020	1.1	Replaced 'the college community' with 'WSUIC'
14/02/2022	1.1	No amendments
22/02/2024	1.2	Addition of Clause 4.2 about Academic Freedom Clause 4.3 – <ul style="list-style-type: none"> <li>• addition of sub clause (i) about redressing the past disadvantages of particular groups</li> <li>• addition of sub clause (j) about and right to raise complaints without fear.</li> </ul> Clause 8.1 <ul style="list-style-type: none"> <li>• addition of sub clause (i) ensure equitable access to decision-making and resources;</li> <li>• addition of sub clause (j) ensure effective consultation with staff members in the development and implementation of equal employment opportunity; and</li> <li>• addition of sub clause (k) ensure the accountability of managers for the implementation of WSUIC’s equal employment opportunity policies and practices.</li> </ul> Minor formatting and grammar changes