

## Diversity and Inclusion Policy

### 1. PURPOSE

To provide a statement of the University's equity and diversity principles, which support our Values and Signature Behaviours, and promote best business practice in education and employment, in accordance with legislative and regulatory obligations. These principles are founded on our Values and Signature Behaviours and the Universal Declaration of Human Rights. The University recognises that fostering diversity benefits the University community and results in a safe, innovative and prosperous environment.

### 2. POLICY STATEMENT

- 2.1 University community members (as defined in the [Curtin Common Definitions](#)) will uphold the equity and diversity principles of 'Right, Opportunity, Recognition and Inclusion (RORI)' within their daily work, research, teaching, learning, engagement and management practices.
- (a) **Right** – each member of the University community has a right to be treated with respect, equality and dignity, and to be able to participate in all aspects of University life on an equal footing.
  - (b) **Opportunity** – the University will provide equitable opportunity for individuals to access and advance in employment and education.
  - (c) **Recognition** – each member of the University community will be recognised and valued for their diversity. The significance of Aboriginal and Torres Strait Islanders as the nation's First Peoples is particularly acknowledged.
  - (d) **Inclusion** – the local, national and global community will be reflected within the University community by attracting and retaining staff and students from a broad range of backgrounds.
- 2.2 University community members will ensure that RORI is reflected in education and employment at the University in the following ways:
- (a) University community members will ensure the absence of unlawful discrimination, harassment, and violence.
  - (b) University executive team and managers will foster a culture that embraces equity in employment, education and research with a particular focus on gender equity and Aboriginal and Torres Strait Islander inclusion.
  - (c) Managers and areas responsible for policy will continually review their employment practices including: recruitment, retention, performance management, promotions, talent identification and identification of high potentials, succession planning, training and development, resignations, key performance indicators for managers, and remuneration; to avoid discrimination and bias.
  - (d) University decision-making bodies will encourage the participation of people from diverse backgrounds in decision-making and decision-making roles.
  - (e) University community members will support the special needs of students and staff based on diversity grounds, provided that this does not result in unjustifiable hardship for the University.
  - (f) Students and staff will communicate in ways that are inclusive and reflect the University's commitment to valuing diversity.

### 3. RESPONSIBILITY FOR IMPLEMENTATION, COMPLIANCE MONITORING, MEASURING AND CONTINUAL IMPROVEMENT

- 3.1 The Deputy Vice-Chancellor, Academic and Director, Corporate Values and Equity are responsible for monitoring policy compliance and improvement.
- 3.2 All relevant areas will report diversity metrics to meet regulatory reporting requirements.

#### 4. SCOPE OF POLICY

This policy applies to the University community, including Council members, students, staff, University Associates, Curtin controlled entities, and all persons participating in University business or activities, including whether as a visitor, adjunct appointee, service provider, contractor or volunteer.

#### 5. DEFINITIONS

(Note: Commonly defined terms are located in the [Curtin Common Definitions](#). Any defined terms below are specific to this document)

##### **Diversity**

In the Curtin context diversity encompasses the understanding that each individuals' lived experience is unique and that a person may identify by using one or more of the following attributes: sex; age; race; colour; national or ethnic origin; marital or relationship status; pregnancy or potential pregnancy; breastfeeding; political conviction; religious conviction; impairment; need for carers, assistance animals and disability aids; family responsibility or family status; gender; gender identity; intersex status; sexual orientation; gender history.

#### 6. SUPPORTING PROCEDURES

[Children on Campus Procedures](#)

[Discrimination and Harassment Prevention Procedures](#)

[Diverse Representation on Decision-Making Bodies Procedures](#)

[Diversity in the Workplace Procedures](#)

[Inclusive Language Procedures](#)

#### 7. RELATED DOCUMENTS/LINKS

##### **International Agreements, State and Federal Legislation**

- United Nations and Australian Convention Agreements
- [Australian Human Rights Commission Act 1986 \(Cwlth\)](#)
- [Acts Amendment \(Lesbian and Gay Law Reform\) Act 2002 \(WA\)](#)
- [Age Discrimination Act 2004 \(Cwlth\)](#)
- [Disability Discrimination Act 1992 \(Cwlth\)](#)
- [Disability Services Act 1993 \(WA\)](#)
- [Equal Opportunity Act 1984 \(WA\)](#)
- [Fair Work Act 2009 \(WA\)](#)
- [Gender Reassignment Act 2000 \(WA\)](#)
- [Racial Discrimination Act 1975 \(Cwlth\)](#)
- [Racial Hatred Act 1995 \(Cwlth\)](#)
- [Sex Discrimination Act 1984 \(Cwlth\)](#)
- [Workplace Gender Equality Act 2012 \(Cwlth\)](#)

##### **Curtin University Related Documents**

- [Values and Signature Behaviours](#)
- [Code of Conduct](#)
- [Student Charter](#)
- [Curtin University Enterprise Agreement](#)
- [Disability Access and Inclusion Plan](#)
- Equity and Inclusion Strategy 2017 - 2020 (forthcoming)

- [Family and Domestic Violence Leave and Support Procedures](#)
- [Illness, Disability and Injury Management Procedures](#)
- [Indigenous Governance Policy and Principles for Implementation](#)
- People and Culture Plan 2017 – 2020 (forthcoming)
- [Procurement Procedures](#)
- [Recruitment, Selection and Appointment Policy](#)
- [Staff Performance and Development Policy](#)
- [Students with a Disability Policy](#)

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<b>Policy Manager</b>	Deputy Vice-Chancellor, Academic
<b>Approval Authority</b>	Planning and Management Committee
<b>Review Date</b>	1 <sup>st</sup> April 2020

#### REVISION HISTORY

Version	Approved/ Amended/ Rescinded	Date	Committee / Board / Executive Manager	Approval / Resolution Number	Key Changes and Notes
New	Approved	01/11/2002	Academic Senate	AS 216/02	Document No AS 129/02
	Amended	12/07/2005	Planning and Management Committee	PMC 80/05	Document No 00867/05
	Administratively Updated	20/03/2008	Director, Legal and Compliance Services		Reformatted and Amended to Reflect Organisational Chart
	Administratively Updated	12/09/2008	Director, Legal and Compliance Services		Formerly Reviewed, No Changes Required
	Administratively Updated	17/06/2010	Director, Legal and Compliance Services		Amended to Reflect Organisational Chart
	Administratively Updated	15/10/2012	Director, Legal and Compliance Services		Policy Manager Updated
	Administratively Updated	06/10/2015	Director, Legal and Compliance Services	EC 76/15	Executive manager Titles Changes
	Amended	28/06/2016	Planning and Management Committee	PMC 52/16	Attachment A to Item 11 (previously Diversity Policy)
	Administratively Updated	09/05/2017	Director, Legal and Compliance Services		Policy name change only (previously Equity and Diversity Policy)