Diversity in the Workplace Procedures

1. POLICY SUPPORTED
   Diversity and Equity Policy

2. IMPLEMENTATION PRINCIPLES
   2.1. The equity and diversity principles of ‘Right, Opportunity, Recognition and Inclusion (RORI)’
   are to be applied to increased recruitment, retention, development and progression of people
   from diverse backgrounds. This includes but is not limited to promoting the recognition,
   respect and value of Aboriginal and Torres Strait Islander Peoples knowledge and
   perspectives.

3. PROCEDURAL DETAILS
   3.1. Recruitment
   3.1.1. In alignment with the Equal Opportunity Act 1984 (WA), University’s recruitment
   practices will actively support the employment of people from diverse backgrounds
   though special measures including but not limited to:
   (a) Genuine occupation for members of particular diversity groups, as identified by
   the Equal Opportunity Act 1984 (WA);
   (b) Where two applicants meet the selection criteria and could be equally
   recommended for the position, it is permissible to give preference when the
   recruitment of a person from a diverse group can be demonstrated as a
   measure to achieve equality;
   (c) Special recruitment programs funded by government agencies which provide
   incentives to employers, including graduate programs or recruitment campaigns
   to attract more women into non-traditional roles;
   (d) Affirmative action initiatives to enhance diversity in education and employment;
   and
   (e) Diversity of representation on interview panels to ensure panel members
   include trained people from diversity backgrounds.

3.2. Remuneration
   3.2.1. The University’s remuneration practices will provide remuneration equity between staff
   with the same responsibilities; including gender pay equity.

3.3. Training and Development
   3.3.1. It is the responsibility of Managers/Heads of Faculties/Schools/Departments/Areas to:
   (a) Provide opportunity for staff to enhance their cultural and social awareness
   through programs such as Ally training and Cultural and Indigenous Capabilities
   training;
   (b) Promote opportunities for staff to access professional development and other
   learning opportunities to enhance their awareness, skills and knowledge of
   working in a diverse environment. This may include mentoring and/or
   sponsorship programs, career and leadership development programs, or project
   assignments in non-traditional areas for women and men; and
   (c) Widely advertise training and development opportunities so as to be easily
   accessed by staff across the organisation.

4. RESPONSIBILITIES
   In addition to any responsibilities set out in section 3 the Deputy Vice Chancellor, Academic and the
   Director, Corporate Values and Equity are responsible for monitoring the implementation of these
   procedures.
5. SCOPE OF PROCEDURES

These procedures apply to all University staff.

There are circumstances in which discrimination is allowed under the Equal Opportunity Act WA (1984). These are called ‘exceptions’. The Act provides for a number of general and specific exceptions that relate to some of the grounds covered by the Act. For example:

Ground – Impairment

Exception - genuine occupational qualification

"Participation in a dramatic performance or other entertainment in a capacity for which a person with a particular impairment is required for reasons of authenticity".

Ground – Age

Measures intended to achieve equality

"To afford persons who are of a particular age access to facilities, services or opportunities to meet their special needs in relation to employment, education, training or welfare".

Source: Equal Opportunity Act 1984 (WA)

For further information or explanation please contact Ethics, Equity and Social Justice.

6. DEFINITIONS

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

Nil

7. SCHEDULES

Nil

8. RELATED DOCUMENTS/LINKS/FORMS

Code of Conduct

Student Charter

Values and Signature Behaviours

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REVISION HISTORY

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