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1 PURPOSE

- 1.1 This policy informs students and staff of the legislative requirements that underpin a range of equity related policies, principles, procedures and programs at CQUniversity in learning and teaching, research, employment, student services and engagement.
- 1.2 In fulfilling its obligations, the University takes all necessary steps to create a safe, fair, equitable and inclusive learning and work environment. The University also takes a positive role in informing and educating students and staff of their rights and responsibilities in fostering a learning community that values equality. It does not tolerate unlawful discrimination, harassment or victimisation in any form.

2 SCOPE

- 2.1 This policy applies to all CQUniversity students, staff, committees and the University Council.

3 POLICY STATEMENT

- 3.1 CQUniversity is dedicated to providing an environment that upholds the principles of social justice, equity, diversity and social inclusion. It strives to build a vibrant community which respects the inherent dignity of the individual and values the unique knowledge, skills, abilities, life skills and competencies that each person can contribute to learning and workplace culture.
- 3.2 As an educator and employer, CQUniversity affirms its commitment to a comprehensive policy of Equal Opportunity in regard to education and employment in which individuals are selected for study or employment solely on the basis of their relevant merits and abilities.
- 3.3 All staff are required to undertake relevant training, including zero tolerance and cultural responsiveness training.
- 3.4 The University gives a high priority to realising the aspirations of those who want to participate in higher education, regardless of their background. It is committed to overcoming barriers, improving access and wider participation into education so that individuals can reach their full potential.

- 3.5 As an equal opportunity employer, the University ensures that all recruitment, selection, promotion and training opportunities are made on the basis of merit, whereby decisions are made without reference to unrelated personal characteristics, such as gender and sexual identity, race, ethnic background, marital status, age, sexual preference, religion or disability.

4 RESPONSIBILITIES

Compliance, monitoring and review

- 4.1 Overall responsibility for the implementation of this equity policy resides with the Vice Chancellor and President.
- 4.2 All members of the University Council, Deputy Vice-Chancellors, Pro-Vice Chancellors, Executive Deans, Heads of Divisions and Managers are responsible for the implementation of this policy and associated policies, principles and procedures.
- 4.3 All staff and students are responsible for complying with this policy. Compliance monitoring occurs through exception reporting in matters raised under the Student Complaints Policy and Procedures and the Workplace Harassment (Bullying), Sexual Harassment and Unlawful Discrimination Policy and Procedures.

Reporting

- 4.4 No additional reporting is required.

Records management

- 4.5 Staff must maintain all records relevant to administering this policy in a recognised University recordkeeping system.

5 DEFINITIONS

- 5.1 Terms not defined in this document may be in the University [glossary](#).

Terms and definitions

Unlawful discrimination: including racial discrimination and vilification generally means any practise that treats a person less favourably or has the effect of disadvantaging the person because of an attribute (e.g. sex or race) specified by anti-discrimination legislation. Attributes defined by the Anti-Discrimination Act include:

- South Australia, Victoria, New South Wales, Queensland:
 - Sex;
 - Relationship status;
 - Pregnancy;
 - Age;
 - Race;
 - Disability;
 - Gender identity;
 - Sexuality;
 - Family responsibilities; and
 - Association with, or relation to, a person identified on the basis of any of the above attributes.
- Victoria, New South Wales, Queensland:
 - Breastfeeding.
- South Australia, Victoria, Queensland:
 - Religious belief or religious activity.
- Victoria, Queensland:

- Parental status;
- Political belief or activity;
- Trade union activity; and
- Lawful sexual activity.
- Victoria:
 - Physical features.

6 RELATED LEGISLATION AND DOCUMENTS

Legislation

Commonwealth

[Australian Human Rights Commission Act \(1986\)](#)

[Racial Discrimination Act \(1975\)](#)

[Sex Discrimination Act \(1984\)](#)

[Age Discrimination Act \(2004\)](#)

[Disability Standards for Education \(2005\)](#)

South Australia

[Equal Opportunity Act \(1984\)](#)

Victoria

[Equal Opportunity Act \(1995\)](#)

New South Wales

[Anti-Discrimination Act \(1977\)](#)

Queensland

[Anti-Discrimination Act \(1991\)](#)

Documents

[Code of Conduct](#)

[Disability Action Plan](#)

[Disability Policy and Procedure](#)

[Student Charter](#)

[Student Equity and Social Inclusion Management Plan](#)

[Student Misconduct Policy](#)

[Student Behavioural Misconduct Procedure](#)

[Student Feedback – Compliments and Complaints Policy and Procedure](#)

[Use of Inclusive Language Principles and Guidelines](#)

[Workplace Harassment \(Bullying\), Sexual Harassment and Unlawful Discrimination Policy and Procedure](#)

7 FEEDBACK

- 7.1 University staff and students may provide feedback about this document by emailing policy@cqu.edu.au.

8 APPROVAL AND REVIEW DETAILS

Approval and Review	Details
Approval Authority	Vice-Chancellor and President
Advisory Committee to Approval Authority	Vice-Chancellor's Advisory Committee
Administrator	Director, People and Culture
Next Review Date	20/06/2020

Approval and Amendment History	Details
Original Approval Authority and Date	23/02/2010
Amendment Authority and Date	Minor amendments University Secretary 17/02/2014; Vice-Chancellor and President 04/03/2014; Vice-Chancellor and President 20/06/2017.
Notes	