



Equality Diversity and Inclusion Policy

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A. Overview

Lead Institute of Higher Education ('LIHE' or the 'Institute') Equality, Diversity and Inclusion Policy ('the Policy') documents the Institute's approach and commitment to celebrating the diversity of students and staff, LIHE endeavours to, nurture communities of belonging in which all are accepted without exception and promoting equality, inclusion, well-being, resilience and empowerment. This approach aims to enable everyone to reach their full potential. This Policy has been designed to ensure that every member of the Institute is aware of their rights and responsibilities.

i. Definitions

For definitions, please refer to the '*Dictionary of Terms*'.

B. Scope

This Policy applies to all staff, students, contractors and visitors

C. Policy Principles

LIHE's activities are underpinned by the following core principles:

Equality

- i. LIHE will align its commitment to equality by embedding equality, diversity and inclusion at the heart of the Institute's strategies, policies, plans and practices.
- ii. LIHE will provide equality, diversity and inclusion training for all its staff and cultural sensitivity for all staff in leadership positions.
- iii. LIHE will not discriminate in the recruitment, retention, promotion or development of staff.
- iv. LIHE will not discriminate in the selection, teaching, assessment, support or supervision of degree programs offered at the Institute.
- v. LIHE will ensure zero tolerance for discrimination, harassment or bullying and will challenge such behaviour should they occur with appropriate conduct codes and policies.

Diversity

- i. LIHE will ensure that diversity is supported, celebrated and advocated in every area of the Institute.
- ii. LIHE will seek to broaden its staff and student profile to be more representative of the diversity in the Australian community.
- iii. LIHE will use data related to student participation, attainment and success to develop, implement and keep under review, priority areas and targeted activities that address gaps in underrepresented student groups.
- iv. LIHE will assess and develop cultural sensitivity across all student-facing activities and services.
- v. LIHE will be committed to, addressing gender imbalances including pay gaps, senior representation and career progression.

Inclusion

- i. LIHE will implement accessible and inclusive policy, practices and programs in all its activities, including services, facilities and communications.
- ii. LIHE will foster a responsive and inclusive culture and environment where staff and students from all backgrounds are comfortable to speak out, express themselves, be heard and be counted.

- iii. LIHE will design and develop course curriculums that are inclusive and that draws on, advances, diverse knowledge and experiences.
- iv. LIHE will promote social inclusion, increase access to and promote success in learning and employment.
- v. LIHE will enact policies, practices and behaviour that support inclusion and equality.

D. Prevention of Discrimination, Harassment and Bullying

- i. LIHE strictly prohibits all forms of discrimination, harassment, bullying, vilification or victimisation, in accordance with State and Commonwealth anti-discrimination legislation, the *Staff Code of Conduct* and the *Student Code of Conduct*.
- ii. LIHE will undertake educative and preventative processes for staff and students to develop an awareness of issues related to discrimination, harassment or bullying, and provide mechanisms to deal with complaints about such behaviours.

E. Implementation and Responsibility

- i. LIHE seeks to ensure that, staff and students are informed of and have access to this Policy and any associated procedures.
- ii. LIHE seeks to ensure that all staff and students have equal access to institutional facilities and that adjustments to working and learning practices are considered wherever reasonably practicable to accommodate a diverse community.
- iii. LIHE's Governing Council is responsible for monitoring the work of its committees to ensure the Institute achieves its goal of equality, diversity and inclusion.
- iv. LIHE's Academic Board will ensure that all courses of study at the Institute comply with the principles of inclusive education.
- v. LIHE's Executive Management Committee is responsible for ensuring that the Institute meets its regulatory and legislative obligations and that the Institute provides an inclusive and accessible environment for staff and students.
- vi. Staff with supervisory responsibilities must exercise their leadership and authority to ensure an inclusive learning and work environment that is free from discrimination, harassment, bullying, vilification or victimisation.
- vii. Staff and students are responsible for understanding and applying the Institute's equality, diversity and inclusion values, standards and behaviour in their interactions with each other.

F. Complaints

- i. Students who wish to make a complaint against the Institute, its staff or students should do so in line with LIHE's *Student Grievance Management Policy*.
- ii. Staff who wish to make a complaint should refer to LIHE's *Human Resources Management Policy*.

Version	Approved by	Approval Date
I	Governing Council	23 May 2022
Next Review	Custodian	Effective Date
Refer to the <i>Policy Documents Review Schedule</i>	Dean	23 May 2022
Related Documents	Dictionary of Terms Student Code of Conduct Staff Code of Conduct Human Resources Management Policy Student Grievance Management Policy Strategic Plan	
References and Legislations	National Code of Practice for Providers of Education and Training to Overseas Students 2018 Higher Education Standards Framework (Threshold Standards) 2021	