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| <b>Name of Policy</b>                      | <b>Equal Opportunity Policy</b>   |
| <b>Description of Policy</b>               |   |
| <input type="checkbox"/> <b>New Policy</b> | <input type="checkbox"/> <b>Revision</b>  |
| <b>Description of Revision</b>             | <i>Delete</i><br><i>Please type brief description of the deletion and specify information to be deleted</i> |
|  | <i>Insert</i><br><i>Please type brief description of the insert and specify information to be inserted</i>  |

### Human Resources Directorate

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|--|-----------|
| <b>Policy and Revision Number</b>      |           |
| <b>Original Effective Date</b>         |           |
| <b>Review Due Date</b>                 |           |
| <b>Revision Effective Date</b>         |           |
| <b>Senate Approval Date</b>            |           |
| <b>Vice Chancellor's Approval Date</b> | June 2008 |

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## **1. Background Information**

This policy has been developed in support of equal opportunity in employment and education for all staff and students of ACU.

## **2. Policy Statement**

Australian Catholic University wishes to foster and promote teaching research and scholarship in its widest and richest sense in accordance with Christian principles and traditions of the Church.

The University supports the principles of equal opportunity in employment and education for its staff and students. This is consistent with the essential characteristics of the University's mission and concern for social justice and equity. This Equal Opportunity Policy is designed to support the principle that staff are selected or promoted according to merit.

## **3. Policy Purpose**

Federal and State legislation relating to anti-discrimination and affirmative action imposes certain obligations on both the University and its staff. It is the policy of the University to conform with the obligations which are imposed upon it by all relevant legislation.

The legislation covers a wide range of unlawful discrimination areas, both direct and indirect. Commonly included are:

Race, colour, national or ethnic origin, nationality, religion, sex or gender, marital status, pregnancy, intellectual or physical impairment and disability.

The University recognises that its pursuit of equal opportunity principles takes place within an evolving legislative framework.

## **4. Application of Policy**

The University will at all times endeavour to:

- promote equal opportunity;
- prevent unlawful, direct and indirect discrimination, including sexual harassment;
- develop an affirmative action and management plan in accordance with the Affirmative Action (Equal Employment Opportunity For Women) Act;
- address, where appropriate and lawful, the effects of education disadvantage or past discriminatory practices within the general community, particularly in respect of disadvantaged groups within the University community;
- adopt policies, procedures and programs consistent with equal opportunity and anti-discrimination principles.

In developing policies, procedures and programs to support equal opportunity, the University will consult, as appropriate with staff and students. Procedures and programs will be monitored and evaluated against stated objectives.

Every member of the University community is expected to be aware of such policies and of their own individual obligations under relevant State and Federal laws and to

ensure that their actions conform to them. All heads of academic units, managers and supervisors have particular responsibility for programs to be implemented which are consistent with such laws.

#### **5. Approvals**

All approvals of decisions made in relation to developing and implementing policies, procedures and programs which support the University's Equal Opportunity Policy must be in accordance with the University's Staffing Regulations Register.

#### **6. Policy Review**

The University may make changes to this policy and procedures from time to time to improve the effectiveness of its operation. In this regard, any staff member who wishes to make any comments about this Policy may forward their suggestions to the Director, Human Resources.

#### **7. Further Assistance**

Any staff member who requires assistance in understanding this Policy should consult her/his nominated supervisor who is responsible for the implementation and operation of these arrangements in her/his work area. Should further advice be needed, she/he should contact the Human Resources Consultant responsible for their campus.