

Equity, Diversity and Inclusion Policy

Approving authority	Vice Chancellor
Approval date	19 May 2020
Advisor	Director, Human Resources
Next scheduled review	2023
Document URL	http://policies.griffith.edu.au/pdf/Equity Diversity and Inclusion Policy.pdf
Document number	2023/0001217
Description	This document provides a summary of the overall principles and responsibilities for advancing equity, diversity and inclusion at the University.

Related documents

[Academic Freedom and Freedom of Speech Policy](#)
[Academic Equity Development Program](#)
[Achievement Relative to Opportunity Guidelines](#)
[Children in the Workplace Policy](#)
[Code of Conduct](#)
[Disability Action Plan](#)
[Delegations Policy](#)
[Delegations Procedure](#)
[Delegations Register](#)
[Griffith University Equity and Diversity Plan](#)
[Individual Grievance Resolution Procedure](#)
[Procedures for Reporting and Responding to Student Sexual Assault, Harassment, Bullying and Discrimination](#)
[Reconciliation Action Plan](#)
[Resolution of Complaints of Workplace Harassment, Bullying or Discrimination Procedures](#)
[Student Charter](#)
[Student Complaints Policy](#)
[Student Complaints Procedures](#)
[Student Sexual Assault, Harassment, Bullying & Discrimination Policy](#)
[Workplace Harassment, Bullying and Discrimination Policy](#)

External Links:

[Anti-Discrimination Commission Queensland](#)
[Australian Human Rights Commission](#)
[Fair Work Commission](#)
[Workplace Gender Equality Agency](#)
[Queensland Ombudsman](#)

[\[Introduction\]](#) [\[Scope\]](#) [\[Application\]](#) [\[Breach of Policy\]](#) [\[Delegated Authorities\]](#)

1. INTRODUCTION

Griffith University's [Mission and Statement of Values and Commitments](#) declares its commitment to equity and social justice as one of the foundations of excellence in teaching, research and community service. Griffith is committed to recognising the unique place of First Peoples in Australian history and

culture, and enabling and celebrating their continued contributions to the nation. Griffith is also committed to the UN Sustainable Development Goals and the University's values and commitments are aligned with SDG 10: Reduced Inequalities, and SDG 5: Gender Equality.

Staff and students are expected to comply with all relevant University policy and legislation on equity, diversity and anti-discrimination.

The University is committed to operationalising this policy through the University Strategic Plan, the University Equity and Diversity Plan and other Plans for example, Academic Plan, Access and Participation Plan, Disability Action Plan, Engagement Plan, Griffith Athena SWAN Action Plan, Internationalisation Strategy, Our People Plan, Pride Plan, Reconciliation Action Plan, Research and Innovation Plan and Group Strategic and Operational Plans.

2. SCOPE

This policy applies to all staff and students at the University.

2.1 Terminology

The Relevant Senior Officer is the relevant Vice Chancellor, Deputy Vice Chancellor or Pro Vice Chancellor.

The Head of Element is the Head of School, Centre Director or Office Director.

3. APPLICATION

The University is committed to promoting equity, diversity and inclusion by providing an environment that values and understands diversity in society and is aligned with the UN Sustainable Development Goals agenda.

3.1 Provision of Equity, diversity and inclusion

The University undertakes to promote and support equity in all its activities, through the following:

- eliminating discrimination on the grounds of a person's age, race, sex, intersex status, sexuality, gender identity, disability, marital/relationship status, parental status, family responsibilities, pregnancy, breastfeeding needs, religious belief or activity, political belief or activity, trade union activity, or a person's association with someone who identifies with any of these attributes;
- providing learning and work environments that are free from discrimination and harassment (including sexual harassment and assault), safe for staff and students, inclusive of all individuals and are characterised by respect;
- ensuring that the profile and involvement of staff and students reflects the diversity of the Australian community;
- protecting academic freedom and freedom of speech and educating staff and students about acceptable behaviour at work and in an educational environment;
- using non-discriminatory, inclusive language in all publications (including learning materials) and encouraging the same across the University;
- developing and promoting policy and programs to address disadvantage experienced by identified groups in their access to education/learning and development, employment and career progression, and to promote an inclusive and respectful working and learning environment;

- ensuring equity and inclusion in staff recruitment, selection, reclassification, performance and promotion processes, including applying the concept of performance relative to opportunity;
- analyse and act on gender differences in employee retention;
- providing equitable access to career development activities for students and staff;
- ensuring equitable access to decision-making and resources;
- providing workplace flexibility and supporting workers with family and other carer responsibilities;
- consulting with staff members, and where they choose, their nominated representative on matters related to employment and work conditions and benefits;
- leveraging financial and support service incentives that enhance opportunities for people with a disability in study and work;
- encouraging the development of research, curricula, policy and practice to support equity, diversity and inclusion;
- ensuring the accountability of managers and staff for the implementation of the University's equal opportunity policies, practices and programs.

3.3 Disclosure

The disclosure of equal opportunity information is optional, however all staff and students who identify with any of the relevant attributes are encouraged to complete this information. This will assist the University to develop, strengthen and monitor its equity programs and strategies. Information which has been disclosed will be kept confidential and will be used to measure results of strategies implemented across the University, and to meet Government reporting requirements.

3.4 Gender Equality

The University strives to be an employer of choice and is committed to providing equitable opportunities for staff of all genders and gender identities. The University is committed to increasing the representation of women in senior roles. Griffith is committed succession planning and the identification of high potential women for our leadership programs and appointments.

3.5 Aboriginal and Torres Strait Islander: First Peoples

The Griffith University [Reconciliation Action Plan](#) highlights the University's commitment to achieving goals for its Aboriginal and Torres Strait Islander and non-Indigenous communities in the key areas of relationships, respect and opportunities.

The University is committed to obtaining equitable employment and career development opportunities for Aboriginal and Torres Strait Islander people and has clear goals in place to achieve a real increase in the number of staff in both the academic and general streams of employment.

The University provides targeted support to Aboriginal and Torres Strait Islander students throughout their student life.

3.6 Inclusive Practices for People with a Disability

Griffith University supports the inclusion and involvement of people with disabilities in higher education both as students and employees. The University undertakes to foster positive and informed attitudes and behaviour towards people with disabilities.

3.5.1 Disability, in relation to a person, means:

- total or partial loss of the person's bodily or mental functions; or
- total or partial loss of a part of the body; or
- the presence in the body of organisms causing disease or illness; or
- the presence in the body of organisms capable of causing disease or illness; or

- the malfunction, malformation or disfigurement of a part of the person's body; or
- a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour;
- and includes a disability that:
 - presently exists; or
 - previously existed but no longer exists; or
 - may exist in the future; or
 - is imputed to a person.

The [Disability Action Plan](#) outlines the University's policies, programs and accountabilities designed to ensure equal study and employment opportunities for people with disabilities.

3.6 Inclusion of sexually and gender diverse people

The University is committed to the inclusion and support of staff and students of diverse sexualities and gender identities through the Pride Plan, [Ally Network](#) and student queer bodies across all campuses.

Through the provision of awareness training sessions and resources, the University is committed to fostering positive, informed and inclusive attitudes and behaviour towards all staff and students.

3.7 People from culturally and linguistically diverse backgrounds

The University values the perspectives and contributions of staff and students from culturally and linguistically diverse backgrounds and seeks to reflect the diversity of the community that we serve in the composition of our own community, curriculum, and in our approach to teaching and learning, research, and engagement.

4. BREACH OF POLICY

Griffith is committed to ensuring an inclusive, fair and just workplace and learning environment. In the event that a staff member or student has breached this policy, the matter will be resolved through application of the relevant policy:

- [Code of Conduct](#)
- [Workplace Harassment, Bullying and Discrimination Policy;](#)
- [Resolution of Complaints of Workplace Harassment, Bullying and Discrimination Procedures;](#)
- [Student Sexual Assault, Harassment, Bullying and Discrimination Policy;](#)
- [Procedures for Reporting and Responding to Student Sexual Assault, Harassment, Bullying and Discrimination;](#)
- [Student Complaints Policy;](#)
- [Individual Grievance Resolution Procedure; or](#)
- [Academic Freedom and Freedom of Speech Policy.](#)

Information on these policies and procedures is available from [Harassment and Discrimination Contact Officers](#) (HDCOs), the Senior Consultant (Equity and Inclusion) or [Student Diversity and Inclusion](#).

5. DELEGATED AUTHORITIES

All staff are expected to have an understanding of equity, diversity and inclusion and are responsible for the implementation of such within their sphere of activities.

The Provost has responsibility for staff equity, diversity and inclusion policies, practices and programs across the University. The Provost and Pro Vice Chancellor are responsible for Griffith's Women and Leadership strategies.

Accountability for ensuring equity, diversity and inclusion in both employment and education is implemented at Element level and rests with Relevant Senior Officers and Heads of Element.

Coordination, implementation and advice on staff equity, diversity and inclusion policies, practices and programs are the responsibility of the HR Lead: Equity, Diversity & Inclusion in People and Wellbeing.

Coordination, implementation and advice on student equity, diversity and inclusion policies, practices and programs are the responsibility of the Director, Student Health, Counselling and Wellbeing and the Manager, Student Diversity and Inclusion.