



Equity and Diversity Policy

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Purpose and Scope

The purpose of this Policy is to guide practices that result in equitable access to employment opportunities as well as learning outcomes throughout Infinity Institute Australia (“IIA”). The Equity and Diversity Policy promotes and ensures that all students and staff of IIA will be treated and supported with equal opportunity, academic freedom and fairness and non-discrimination as well as given equal access to opportunities for academic success and a healthy work environment.

The policy applies to all students prospective or current studying at IIA and all staff (permanent and casual), including visitors, contractors working on behalf of IIA.

Definitions

Discrimination – refers to behaviour that may disadvantage a person or group while advancing another person or group due to factors such as race or ethnicity, sexual or gender orientation, culture, religious orientation, physical and mental abilities or other social category.

Diversity – the similarities and difference among persons and groups.

Equal Opportunity – the creation of equal opportunities for all students and staff within IIA and specifically for student group who may be disadvantaged, for example Aboriginal and Torres Strait Islander peoples.

Policy

IIA values the diversity of its community and the unique qualities each student and staff member bring. IIA respects those students have diverse needs and require different levels of support and assistance and will do all in its power to ensure each student achieves academic success in their chosen field (IIA Student Support, Welfare and Wellbeing Policy & Procedure).

Staff will also receive support and an environment that honors and respects equity and diversity will be encouraged. All staff must respect the rights of others and treat individuals fairly.

IIA ensures that all individuals have the right to enrol in its courses without any prejudice. IIA is committed to ensuring provision of a safe, fair and supportive learning environment for all its students regardless of their different backgrounds, orientations and culture. IIA will carefully plan all its operations to embrace student diversity and to show that this is valued and supported.

IIA develops and maintains its learning resources that recognise, utilise and demonstrate diverse knowledge and experiences. These qualities reflect and will advance diverse knowledge and experiences, resulting in inclusive practices, services and facilities. IIA continuously seeks to broaden its student profile to be more diverse and for that reason specific consideration is given to students or groups of students who are identified as under-represented or who are discriminated against in wider society and includes but is not limited to:

- Students who identify as Aboriginal or Torres Strait Islander
- Students whose race or ethnicity is under-represented at IIA
- Students who identify under a diverse sexual orientation
- Students unduly affected by their socio-economic situation
- Students with a disability

In these cases, all reasonable adjustments will be made to accommodate and support these students. In order to do so, IIA applies specific consideration in the recruitment, admission, learning, participation and completion of Aboriginal and Torres Strait Islander peoples. IIA is committed to accessibility and equity for students and staff with a disability. The goal is to enable them to participate to the greatest possible extent and independently, in the academic and operational aspects of IIA.

If a Staff member has special needs, IIA will also do everything that is reasonable to accommodate and support them in their work. The diverse needs of IIA staff and associates are best addressed by inclusive practices and where required provision of reasonable adjustment.

The CEO will ensure that all its strategies for teaching, learning environment and support strategies for learning will promote equity for all students and encourage the highest level of engagement and achievement. All courses at IIA are inclusive of a range student needs including access to credit transfer, recognition of prior learning.

IIA ensures to the best of capability that all publications and official documents use inclusive and non-discriminatory language. Course designs and learning resources will be flexible to include a range of student needs and will avoid any non-inclusive or discriminatory language and examples. IIA applies zero tolerance towards discrimination, harassment or victimisation. Complaints of such matters are responded through a range of avenues such as formal investigation, conciliation or informal resolution underpinned by principles of natural justice (See *Bullying Discrimination and Harassment Prevention Policy*).

Where needed and possible adaptive technology will be investigated and used. IIA ensures that learning and teaching are designed to accommodate student diversity, and to generate equal opportunities for all students, regardless of backgrounds.

Breaches of this policy will not be tolerated and will be dealt with under the Code of Conduct & Practice. If any member of Staff or Student experience discrimination, they may lodge a complaint under the *IIA* Complaints and Appeals policy and procedure.