

Equity and Diversity Policy

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1. Purpose

OneGlobe is committed to fostering a safe, inclusive, and equitable educational and workplace environment. This policy ensures equal opportunity in education and employment and promotes diversity in line with **TEQSA's Higher Education Standards Framework (HESF 2021)**, the **ESOS Act 2000**, the **National Code 2018**, and relevant Federal and State legislation.

The policy seeks to:

- Prevent discrimination, harassment, vilification, and victimisation.
- Promote inclusive practices across academic and administrative operations.
- Ensure staff and students from underrepresented groups are supported to achieve equitable outcomes.
- Embed diversity principles in governance, management, teaching, learning, and research.

2. Scope

This policy applies to all members of the OneGlobe community, including:

- Students (domestic, international, online, and on-campus).
- Staff (academic, professional, sessional, and contract staff).
- Contractors, visitors, and partners engaged in official OneGlobe activities.

3. Definitions

Term	Definition
Adverse Action	Disadvantageous treatment due to protected attributes under legislation.
Diversity	Differences in identity, culture, background, beliefs, and lived experience.
Equal Opportunity	Ensuring equal access to education and employment opportunities.

Equity	Creating fair opportunities for historically underrepresented groups.
Special Measures	Targeted actions permitted under legislation to redress historical disadvantage.
Unlawful Discrimination	Direct or indirect less favourable treatment based on protected attributes.
Unlawful Harassment	Humiliating, intimidating, or offensive behaviour based on protected attributes.
Victimisation	Less favourable treatment due to making or supporting a complaint.
Vilification	Public acts inciting hatred or ridicule on the basis of attributes such as race or religion.

Protected attributes under law include age, race, gender, sexual orientation, disability, marital status, pregnancy, family responsibilities, political conviction, socio-economic background, transgender status, and association with a person with protected attributes.

4. Policy Statements

- OneGlobe prohibits discrimination, harassment, bullying, vilification, and victimisation in all forms.
- Equity and diversity are embedded across OneGlobe's governance, academic, and operational activities.
- Staff and students have the right to study and work in an environment that values dignity, fairness, and respect.
- Diversity is recognised as enriching the student learning experience and academic culture.
- Equity measures (including special measures) may be implemented to support:
 - Aboriginal and Torres Strait Islander students and staff.
 - Women, particularly in leadership and underrepresented fields.
 - Students and staff with disabilities.
 - People from culturally and linguistically diverse (CALD) or low socio-economic backgrounds.
 - LGBTIQ+ staff and students.

4.1 Gender Equality

- Aligned with the **Workplace Gender Equality Act 2012**.

- Programs address women's underrepresentation in leadership and non-traditional study/employment areas.
- Workplace flexibility and pay equity are promoted.

4.2 LGBTIQ+ Inclusion

- Recognition of diverse gender identities and sexual orientations.
- Zero tolerance for discrimination based on gender identity or sexual orientation.
- Inclusive practices promoted in teaching, curriculum, and student life.
- **4.3 Low Socioeconomic Background**
- Scholarships, alternative entry pathways, and learning support provided.
- Monitoring of participation and retention rates for equity cohorts.

5. Procedures

5.1 Promotion of Equity and Diversity

OneGlobe will:

- Publish accessible information on equity, diversity, and inclusion initiatives.
- Embed diversity principles in recruitment, curriculum design, and student support.
- Collect and analyse student and staff demographic data to inform equity initiatives.
- Provide targeted programs for underrepresented groups.

5.2 Students with Disability

- Reasonable adjustments will be made to ensure students with disabilities can participate equally.
- Adjustments include modified assessments, assistive technology, flexible study arrangements, and access to disability support services.

5.3 Training and Awareness

- Mandatory induction and refresher training for all staff and leaders.
- Awareness campaigns for students to reinforce rights, responsibilities, and complaint mechanisms.

5.4 Complaints and Resolution

- Students: Complaints managed under the **Student Grievance and Appeals Policy**.
- Staff: Complaints managed under the **HR Manual**.
- Escalation to external bodies (TEQSA, Australian Human Rights Commission, Fair Work Ombudsman) available if internal processes are exhausted.

6. Responsibilities

Role	Responsibilities
Board of Directors	Ensure governance, compliance, and oversight of equity and diversity commitments.
PEO & Executive Team	Provide leadership, ensure policies are implemented, monitor compliance.
Dean and Academic Leaders	Embed equity in curriculum, academic support, and research supervision.
Registrar	Ensure student records and processes comply with equity requirements.
Student Support Officers	Provide welfare, counselling, and advocacy services.
Staff & Students	Uphold respectful, inclusive behaviour in all interactions.

7. Monitoring and Evaluation

- Annual reporting of equity initiatives and performance to the **Academic Board** and **Board of Directors**.
- Collection of key performance data: participation, progression, completion, retention of equity groups.
- Regular audits of complaints and outcomes.
- External benchmarking with sector equity indicators (e.g., Higher Education Participation and Partnerships Program – HEPPP).

8. Records

All documents and complaints arising from this policy will be securely managed in accordance with the **Records Management Policy**.



9. Related Documents

- Privacy Policy
- Student Code of Conduct
- Staff Code of Conduct
- Admissions Policy and Procedures
- Academic Integrity Policy
- Assessment Policy
- Student Non-Academic Misconduct Policy
- Student Grievance and Appeals Policy

10. Related Legislation

- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Human Rights and Equal Opportunity Act 1986
- Disability Discrimination Act 1992
- Disability Standards for Education 2005
- Workplace Gender Equality Act 2012
- Fair Work Act 2009
- Age Discrimination Act 2004
- Universal Declaration of Human Rights
- International Covenant on Economic, Social and Cultural Rights
- Higher Education Support Act 2003
- TEQSA Act 2011
- TEQSA Higher Education Standards Framework 2021
- Australian Qualifications Framework (AQF)
- ESOS Act 2000 and National Code 2018

11. Review

This policy will be reviewed by the Board of Directors **every three years**, or sooner if required due to legislative or regulatory changes.



12. Version Control

Version	Summary of changes	Approval Date	Review Date
1	Document Established	Board of Directors: 09 Feb 2024	Mar 2027