1. **Context**

Torrens University Australia is a member of Laureate International Universities. Consistent with Laureate’s spirit of being Here for Good, the University celebrates the diversity of its communities. The University acknowledges that this diversity enriches the community and makes the achievement of its vision possible.

The University upholds the principles of equal opportunity, inclusion, fair treatment, respect for all persons and integrity; and aims to produce future leaders committed to social justice and the pursuit of human rights.

2. **Definitions**

**University community**: students, staff members, agents, titleholders, alumni, officers, contractors, volunteers, and other people who are formally involved in a University-related activity, regardless of the location of that activity.

**Disadvantaged and underrepresented groups**: include, but are not limited to, the following:

- Aboriginal people and Torres Strait Islanders
- people from lower socio-economic backgrounds
- people with disabilities and/or medical conditions
- people from remote, rural or isolated areas
- people who are the first in their family to attend a university or other higher educational institution
- people from culturally and linguistically diverse backgrounds
- people from a range of religious or spiritual backgrounds
- women, particularly in academic fields where they are traditionally underrepresented
- transgender people, people born with intersex variations, and those identifying as a gender other than male or female
- people who identify as lesbian, gay, bisexual, asexual or queer
- other protected groups as defined under Australia’s human rights and all related legislation.

3. **Scope**

This policy applies to all members of University community.

4. **Principles**

Torrens University Australia:

- recognises that a diverse, inclusive and collaborative culture is crucial to achieving excellence in research, scholarship, and teaching, and promoting exceptional experience for student and staff.
• adheres to the principles of equal opportunity and anti-discrimination legislation as well as relevant employment laws
• is committed to promoting equal opportunity, inclusion and social justice among its students, staff, and immediate community where its campuses are located. Initiatives are aimed at:
  o implementing an inclusive agenda which covers research, scholarship, and learning & teaching
  o creating study and work opportunities to increase access for individuals from historically disadvantaged and underrepresented sectors of the Australian population
  o increasing opportunities for genuine participation for staff and students from disadvantaged and underrepresented groups
  o developing and implementing educative programs and activities to enrich students’ and staff members’ cultural awareness and competence
  o applying the principles of an inclusive curriculum in course design, review, approval and delivery
  o creating campus and online environments that are as accessible as possible, with facilities that are appropriate to, and respect the inclusion of, the diversity of current and future community members, and
  o implementing systematic reviews to inform improvements directed at further enhancing access and the experience of students and staff members who come from disadvantaged and underrepresented groups.
• will respond appropriately to issues of unlawful discrimination and harassment in line with the provisions of the Student Conduct Policy, Staff Code of Conduct, Staff Fair Treatment and Equal Opportunity Policy and other relevant policies, procedures and legislation.

5. Responsibilities
5.1 The University community must:
  • respect all members of the University community and behave in a manner that is inclusive, and reflective of the University’s commitment to diversity
  • ensure the absence of unlawful discrimination, harassment, and violence, and
  • comply with the provisions of the Student Conduct Policy, Staff Code of Conduct, Staff Fair Treatment Policy and Equal Opportunity Policy and other relevant policies, procedures and legislation.

5.2 The University will:
  • give specific consideration to the recruitment, admission, participation and completion of Aboriginal people and Torres Strait Islanders (Higher Education Threshold Standard 2.2.2)
  • provide support to staff and students to reduce or remove diversity-related barriers provided that it does not impose unjustifiable hardship on the University or diminish the academic standards and integrity of University courses
  • provide information and support (including training as required) for all staff to ensure an acceptable level of knowledge about diversity and inclusivity exists
  • for students:
    o monitor and use data on the participation, progress and completion of students from disadvantaged or underrepresented groups (Higher Education Threshold Standard 2.2.3)
    o make orientation programs and support services available that are informed and designed on the basis of the needs of student cohorts (Higher Education Threshold Standards 1.3 and 2.3)
so as to ensure that students have equivalent opportunities for successful transition into and progression through the course

- provide campus and online environments that are accessible to as broad a range of students as possible, within the limits of building lease arrangements, including for those facing physical access barriers or requiring gender-neutral options.

5.3 The University executive leadership must:
- cultivate a culture that embraces equity and inclusion in employment, education and research
- continue to review and if necessary, improve the University’s employment, and student admission and progression practices to prevent bias and discrimination.

5.4 The Vice-Chancellor and Vice President for People and Culture are responsible for monitoring compliance, reviews and improvements.

6. References

Note: this list is not exhaustive, and other Acts may apply in some circumstances.

Commonwealth Higher Education Training Standards Framework 2015
Commonwealth Sex Discrimination Act 1984
Commonwealth Equal Opportunity for Women in the Workplace Act 1999
Commonwealth Age Discrimination Act 2004
Commonwealth Disability Discrimination Act 1992
Commonwealth Disability Standards for Education 2005
Commonwealth Copyright Act 1968
Commonwealth Privacy Act 1988