

<b>Institution</b>	Universal Higher Education (UHE)
<b>Policy name</b>	Equity and Diversity Policy
<b>Policy Governance</b>	Board of Directors

## 1. Purpose

Universal Higher Education (UHE) is dedicated to fostering equity, diversity, and inclusion across all facets of its operations. We affirm our commitment to maintaining an environment that embraces diversity, promotes fairness, and upholds the rights and well-being of our faculty, staff, and students.

## 2. Scope

This policy applies to all members of our institution, including but not limited to Academic staff, Professional staff, students, executive managers, external board and committee members, and contractors.

## 3. Principles

**Respect:** We value and respect the diverse backgrounds, identities, and experiences of all individuals within our community.

**Equity:** We strive to provide fair and equal opportunities for all members, irrespective of their backgrounds or characteristics.

**Inclusion:** We are committed to creating an inclusive environment where every individual feels valued, welcomed, and supported.

**Accessibility:** We endeavour to ensure that our facilities, programs, and services are accessible to all members of our community, including those with disabilities.

## 4. Definitions

<b>Term</b>	<b>Definition</b>
Diversity	Encompasses various dimensions such as race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political ideologies, and other forms of diversity.
Indigenous	Refers to individuals of Australian Aboriginal and/or Torres Strait Islander descent who identify as such.
Subgroups	Groups of individuals who identify with specific dimensions of diversity.

## 5. Policy Statements

### 5.1 Commitment to Equity and Diversity

UHE is dedicated to promoting equity and diversity in higher education to enable every student to achieve their full potential. We are committed to providing a learning environment that is fair, just, and free from discrimination. We also uphold equal opportunity principles in employment, striving for a workplace that is devoid of discrimination or harassment. We acknowledge the need for specific adjustments to address equity and diversity issues and support various subgroups within our community.

### 5.2 Non-Discrimination

We condemn all forms of discrimination, harassment, and prejudice based on protected characteristics such as race, ethnicity, gender identity, sexual orientation, disability, religion, or any other basis prohibited by law. Discrimination or harassment of any kind will not be tolerated within our institution.

### 5.3 Accessibility and Inclusivity

We are committed to creating an inclusive and accessible learning and working environment for all members of our community. We will make reasonable accommodations to ensure that individuals with disabilities can fully participate in our programs, activities, and services. Additionally, we will strive to eliminate barriers to access and participation for all individuals, regardless of their backgrounds or circumstances.

### 5.4 Promotion of Diversity

We will actively promote diversity and inclusion within our institution through recruitment, retention, and professional development initiatives. We will seek to recruit and retain a diverse faculty, staff, and student body that reflects the rich diversity of the broader community. Furthermore, we will provide ongoing training and education to our members to foster cultural competence, awareness, and sensitivity.

### 5.5. Equity in Education and Employment

We are committed to providing equitable opportunities for education and employment within our institution. We will strive to eliminate disparities in access, participation, and outcomes based on factors such as race, ethnicity, gender, disability, or socio-economic status. We will implement policies and practices that promote fairness, transparency, and accountability in all aspects of education and employment.

## 6. Procedure

### 6.1 Teaching and Learning

We will develop courses and curricula that accommodate student diversity, ensuring opportunities for academic success for all.

### 6.2 Indigenous Participation

We will provide culturally appropriate support to Indigenous students, including pre-enrolment assistance, mentorship programs, and flexible tutorial support. Additionally, we will monitor Indigenous participation and completion rates, making necessary adjustments to course content and delivery to ensure their success.

### 6.3 Students with Disabilities

We will take reasonable steps to enable students with disabilities to participate in courses on an equal basis with their peers. This includes implementing measures to minimize discrimination and providing necessary adjustments to facilitate their application, participation, and use of facilities and services.

### 6.4 Workplace

We recognize that fostering respect and diversity in the workplace is fundamental to equal employment opportunity. We are committed to maintaining a workplace culture that is respectful, courteous, fair, and values individual differences.

## 7. Responsibilities

### 7.1 The Institution

We will cultivate an inclusive and welcoming environment for all members of our community.

### 7.2 Student Experience Committee

This committee will monitor student progress and performance by identifiable subgroups, recommending appropriate adjustments to admission policies, teaching methods, support services, and intervention strategies.

### 7.3. All Staff

All staff members, including executive managers, external board and committee members, and contractors, are expected to exemplify respectful and inclusive behaviour in their interactions with each other and the broader community.

## 8. Implementation and Communication

This policy will be disseminated throughout the institution via the website, internal communications to staff, student handbooks, and incorporated into staff professional development programs and meetings.

## 9. Compliance

UHE is committed to complying with all relevant legislation, regulations, and policies related to equity, diversity, and inclusion, including but not limited to anti-discrimination laws, equal opportunity policies, and accessibility standards. We will take appropriate action to address any instances of non-compliance and to uphold the principles outlined in this policy.

## 10. Legislation

This policy aligns with relevant Commonwealth and state legislation, including but not limited to the Age Discrimination Act 2004,

Disability Standards for Education 2005

Higher Education Framework (Threshold Standards) 2021

Disability Discrimination Act 1992,

Racial Discrimination Act 1975,

Sex Discrimination Act 1984,

Equal Opportunity Act 2010 (Victoria), and It also adheres to institutional documents such as the UHE Admissions Policy and Procedure and Privacy Policy & Procedure.