



THE UNIVERSITY OF
NOTRE DAME
A U S T R A L I A

Policy:

Equal Opportunity

Effective: 25 March 2024

Audience: Employees and students

Policy Category: Governance

Policy Sub-category: Health, safety
and wellbeing

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1 OBJECTS OF THE UNIVERSITY

The University's Objects are defined in Section 5 of its Act of Parliament:

The Objects of the University are:

- (a) the provision of university education, within a context of Catholic faith and values; and
- (b) the provision of an excellent standard of -
 - i. teaching, scholarship and research;
 - ii. training for the professions; and
 - iii. pastoral care for its students.

2 PURPOSE

- 2.1** This policy outlines the University's approach to advancing equal opportunity in employment and education for employees and students.

3 SCOPE

- 3.1** This policy applies to all members of the University community, including employees, students, contractors, visitors, volunteers, associates.

4 PRINCIPLES

- 4.1** The University is committed to promoting equal opportunity in employment and education, and to providing an inclusive and welcoming environment to all employees and students. This is consistent with the University's Objects, and our commitment to integral human development and educating for the common good.
- 4.2** Equal opportunity at Notre Dame means that employees and students can expect fairness in dealings, equal access to opportunities in employment and education, and consistency with requirements under Federal and State laws relating to anti-discrimination and workplace gender equality (henceforth referred to as '*Principles of Equal Opportunity*').
- 4.3** The University will integrate the Principles of Equal Opportunity in its planning, policies and practices to advance the distinctive nature and purpose of the University.
- 4.4** In integrating the Principles of Equal Opportunity, the University will promote inclusive work and study environments that respect and value the diversity of backgrounds and perspectives in the University community, including:
 - 4.4.1 improving access, participation and advancement through the review of policy, practices, requirements
 - 4.4.2 eliminating unlawful discrimination and harassment on the grounds of protected attributes
 - 4.4.3 ensuring selection, progression, assessment and promotion processes are clear and transparent to support equal education and employment opportunities
 - 4.4.4 developing and implementing programs and strategies consistent with the Principles of Equal Opportunity
 - 4.4.5 monitoring and reporting on the University's equal opportunity performance against

- identified University priorities and legislative requirements
- 4.4.6 implementing training and awareness-raising strategies to ensure that employees and students know their rights and responsibilities, and
- 4.4.7 providing effective procedures for grievances or complaints.

5 ROLES AND RESPONSIBILITIES

- 5.1 The University** is responsible for providing equal opportunity in employment and education and a workplace free from unlawful discrimination and harassment. The success of equal opportunity programs depend on the cooperation of the whole University community.
- 5.2 Managers and Supervisors** are responsible for:
 - 5.2.1 implementing Equal Opportunity Principles within the University
 - 5.2.2 fostering a culture that embraces Principles of Equal Opportunity in employment and education, and
 - 5.2.3 educating employees and students in the elimination of unlawful discrimination.
- 5.3 All employees, students, contractors, visitors, volunteers and associates** are responsible for ensuring their own behaviours comply with relevant legislation and behaving in an inclusive manner, reflecting the *Employee Code of Conduct and Ethical Behaviour* and *Code of Conduct: Students*.
- 5.4 People and Culture** is responsible for designing and implementing programs and facilitating reasonable adjustments to promote an inclusive work environment and advance the Principles of Equal Opportunity.
- 5.5 Student Experience** is responsible for designing and implementing programs to promote inclusive study environments and advance the Principles of Equal Opportunity in relation to students.

6 RELATED DOCUMENTS

Industrial Agreement

- 6.1 *The University of Notre Dame Australia Staff Enterprise Agreement 2018 – 2021*

Policies & Procedures

- 6.2 *Employee Code of Conduct and Ethical Behaviour: Staff*
- 6.3 *Code of Conduct: Students*
- 6.4 *Policy: Staff Grievance Resolution*
- 6.5 *Procedure: Student Grievance*
- 6.6 *Policy: Misconduct*
- 6.7 *Policy: Staff Recruitment and Selection*
- 6.8 *Procedure: Staff Recruitment and Selection*
- 6.9 *General Regulations*
- 6.10 *Policy: Sexual Assault and Sexual Harassment*
- 6.11 *Procedure: Disclosing Sexual Assault and Sexual Harassment*
- 6.12 *Policy: Students with a Disability*
- 6.13 *Policy: Assessment in Higher Education Coursework, ELICOS and Enabling Courses*
- 6.14 *Policy: Programs and Courses*

Legislation

- 6.15 *Australian Human Rights Commission Act 1986 (Cth)*
- 6.16 *Age Discrimination Act 2004 (Cth)*
- 6.17 *Disability Discrimination Act 1992 (Cth)*
- 6.18 *Racial Discrimination Act 1975 (Cth)*
- 6.19 *Sex Discrimination Act 1984 (Cth)*
- 6.20 *Fair Work Act 2009 (Cth)*
- 6.21 *Equal Opportunity Act 1984 (WA)*
- 6.22 *Equal Opportunity Act 2010 (Vic)*
- 6.23 *Anti-Discrimination Act 1977 (NSW)*
- 6.24 *Work Health and Safety Act 2020 (WA)*
- 6.25 *Work Health and Safety Act 2011 (NSW)*
- 6.26 *Occupational Health and Safety Act 2004 (Vic)*
- 6.27 *Workplace Gender Equality Act 2012 (Cth)*

Version	Date of approval	Approved by	Amendment
1	25 March 2024	Vice Chancellor	Effective date – new Policy.