
EQUAL OPPORTUNITY POLICY

Preamble

The ACD, ATC and ATCC follow the equal opportunity policies of Flinders University and are committed to achieving equality of opportunity in education and employment and to ensuring that staff and students are not subject to discrimination on the grounds of sex, sexuality, marital status, pregnancy, race, disability, age, cultural, political or religious beliefs. The Flinders University Equal Opportunity Policy is found at the following web site: www.flinders.edu.au/ppmanual/EqualOpportunity/equalop.html. This policy should be read in conjunction with the Flinders policy.

Legislation/Standards

AQTF Standards for Registered Training Organisations
Age Discrimination Act 2004
Disability Discrimination Act 1992
Disability Standards for Education 2005
Education Services for Overseas Students (ESOS) Act, 2000 and ESOS Regulations
Equal Opportunity Act 1984
Equal Opportunity for Women in the Workplace Act 1999
Higher Education Support Act 2003 and Higher Education Provider Guidelines
Human Rights and Equal Opportunity Commission Act 1986
Occupational Health, Safety and Welfare Act 1986
Racial Discrimination Act 1975
Racial Vilification Act 1996
Sex Discrimination Act 1984
WorkCover Corporation Act 1994

Delegations

The ACD Board has delegated to the ACD Executive Officer the responsibility for the implementation of this policy in the ACD, ATC and ATCC. The Board has delegated to the principals of ACD and ATC member colleges the responsibility for the implementation of this policy within their colleges.

Approvals

This policy was approved by the ACD Board/ACD President on 21 December 2004 and updated January 2011.

Associated Documents

Guidelines for Inclusive Language and Use of Language for God
Students with Disabilities
Grievance Procedures

Provisions

1. *Racism* The ACD, ATC and the ATCC will attempt to prevent any form of illegal discrimination and will not condone racism.
2. *Gender Balance on ACD, ATC and ATCC committees.* Every attempt will be made to achieve gender balance on ACD, ATC and ATCC committees.
3. *Inclusive Language* Staff and students will be encouraged in the use of language which does not distinguish between the sexes where such a distinction is irrelevant to the matter at hand. Refer *ACD Guidelines for Inclusive Language and Use of Language for God*
4. *People with disabilities* The ACD, ATC and the ATCC are committed to providing access and equity for staff and students with disabilities. Every attempt will be made to ensure that students with disabilities are able to participate fully and independently in the life of the ACD.
5. *Harassment* The ACD, ATC and the ATCC is committed to creating a work and study environment which is free of any form of harassment for all members of the ACD Campus community.
- 5.1 *Sexual Harassment* The ACD, ATC and ATCC will take all reasonable steps to ensure that no staff member or student subjects another person to or is subject to sexual harassment in the course of activities on the Campus.
- 5.2 *Bullying* Bullying is considered to be unacceptable behaviour. The ACD, ATC and ATCC expects that all staff and students will respect the rights, dignity and welfare of other members of the Theology Campus community.