

## ADELAIDE COLLEGE OF DIVINITY INC

### Equal Opportunity Policy

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#### Preamble

The ACD and the 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, 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](http://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

Disability Discrimination Act 1992

Education Services for Overseas Students (ESOS) Act, 2000 and ESOS Regulations

EEO Act 1984

Equal Opportunity for Women in the Workplace Act 1999

Guidelines for Higher Education Recognition

Human Rights and Equal Opportunity Commission Act 1986

National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students

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 and ATCC. The Board has delegated to the principals of ACD constituent 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.

#### Provisions

1. *Racism* The ACD and the ATCC will attempt to prevent any form of illegal discrimination and will not condone racism.
2. *Gender Balance on ACD and ATCC committees.* Every attempt will be made to achieve gender balance on ACD 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.

4. *Students with disabilities* The ACD and the ATCC are committed to providing access and equity for 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. *Sexual Harassment* The ACD and the 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 ACD Campus.