



## Equity and Diversity

### PURPOSE

Atlantis College of Management’s (ACM) Equity and Diversity policy is aimed to guide the practices that result in equitable access to equal employment opportunities as well as fair student learning outcomes.

### SCOPE

The Equity and Diversity policy and procedure applies to all Atlantis College of Management (ACM) employees, students and third parties engaged by ACM on campus or whilst carrying out functions in connection with ACM are responsible for complying with this policy and procedure, behaving appropriately and promoting a culture of equity and diversity.

### DEFINITIONS

<b>Discrimination</b>	It is unlawful to discriminate on the basis of a number of protected attributes including age, disability, race, sex, intersex status, gender identity and sexual orientation in certain areas of public life, including education and employment.
<b>Diversity</b>	Differences between individuals or groups of people in age, cultural background, disability, ethnicity, family responsibilities, gender, language, marital status, religious belief and sexual orientation; including other ways in which people are different, such as learning, life experience, work experience and socio-economic background.
<b>Equal Opportunity</b>	the right to be treated without discrimination, especially on the grounds of one’s gender, race, or age
<b>Equity</b>	The fair treatment of people on the basis of respect and merit, the recognition of disadvantage and the absence of discrimination.
<b>Reasonable Adjustment</b>	Is a legislative term that, for VET, refers to a measure or action taken by an education provider to enable learners with disability to participate in education and training on the same basis as learners without disability.



<b>Sexual Harassment</b>	An unwelcome sexual advance, or an unwelcome request for sexual favours or other unwelcome conduct of a sexual nature in relation to the person harassed; in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated.
<b>Victimisation</b>	Any form of detriment directed at a person for alleging, making or participating in, supporting or resolving a complaint of discrimination, sexual harassment or victimisation; or a person associated with a person who alleges, makes or participates in, supports or resolves a complaint of discrimination, sexual harassment or victimisation.

## POLICY

- Atlantis College of Management (ACM) applies **zero tolerance** towards discrimination, harassment or victimisation. Allegation and Complaints of such matters are responded through a range of avenues such as formal investigation, conciliation or informal resolution underpinned by principles of natural justice.
- ACM asserts that employees and students have the right to work, study and interact in a learning and/or work environment that is fair and free from discrimination, harassment and victimisation.
- The diverse needs of ACM employees and students are best addressed by inclusive practices and, where required, the provision of reasonable adjustment.
- ACM ensures to the best of capability that all organisational documents use inclusive and use non-discriminatory language
- ACM ensures its employees and students, where possible in a prompt and timely manner, are informed of any changes to legislative and regulatory requirements that affect the services and delivery of this policy and procedure

## RESPONSIBILITIES

- a) The Chief Executive Officer (CEO) is responsible for the development and maintenance of this policy and for communicating this policy to all employees and students.
- b) All employees, students and third parties engaged by ACM on campus or whilst carrying out functions in connection with ACM are responsible for



complying with this policy and procedure, behaving appropriately and promoting a culture of equity and diversity.

## RELATED DOCUMENTS

- a) Australian Human Rights Commission – Fact Sheet Sex discrimination
- b) Australian Human Rights Commission – Fact Sheet Sexual orientation, gender identity and intersex status discrimination
- c) National Employment Standards (NES) (*10 minimum entitlements*)

