Equal Opportunity Policy

Purpose
This policy demonstrates Monash University’s commitment to promoting equal opportunity in employment, education and service delivery in accordance with universal principles of equity, fairness and social justice.

Scope
Staff, students, visitors and contractors at the Australian and international campuses, sites and centres of Monash University.

The Equal Opportunity Policy applies to the activities of Monash University and to Monash controlled entities who adopt the policy.

Policy Statement
Monash as a leading Australian university with an international reputation for innovation and excellence in teaching and research, recognises that honesty, fairness, mutual respect and the responsible exercise of power are fundamental to achieving equity for all.

The University strives, through a process of continuous improvement, to fully integrate equal opportunity into all aspects of its activities through its decision-making and planning processes.

Monash University is committed to providing staff, students, contractors and visitors with an environment free from all forms of unlawful discrimination, harassment, vilification and victimisation.

This will be achieved by:

- requiring all staff, students, contractors and visitors to ensure their conduct complies with the equity principles outlined in this policy;
- providing an inclusive and flexible environment for students and staff by identifying and removing any remaining systemic barriers to equitable access and participation;
- using non-discriminatory, inclusive language and practices;
- developing plans and facilitating programs to successfully increase access and promote success in education and employment for designated under-represented groups in order to overcome disadvantage;
- ensuring that all Monash University students and staff have access to benefits and services in an equitable manner, including assistance to reasonably accommodate a person’s disability;
- developing and promoting processes that support the systematic implementation, monitoring, reporting and management of equal opportunity; and
- providing effective mechanisms to resolve complaints of unlawful discrimination, harassment, vilification and victimisation.

Staff, students, contractors and visitors are required to comply with all procedures made under this policy applicable to their position.

Supporting Procedures
Discrimination and Harassment Grievance Procedures (Monash Australia)
Gender Representation on Decision-Making Bodies Procedures (Monash Australia)
Staff Disability Procedures (Monash Australia) (pending)

Responsibility for implementation
Vice-Chancellor and President, who will delegate responsibility for implementation to the appropriate areas of the University.
Policy status
Revised

Key stakeholders
Senior Management Team – Social Inclusion
Academic Board
Deputy Vice-Chancellor (Education)
Deans
Vice-Presidents

Approval body
Vice-President (Administration)
Meeting number: n/a
Meeting date: tba
Agenda item: n/a

Endorsement body
Senior Management Team (Social Inclusion)
Meeting number: 04/11
Meeting date: 14 November 2011
Agenda item: 6.1

Definitions

Discrimination: Discrimination means treating someone unfairly because of one of the listed characteristics. These are: race, colour, national or ethnic origin or nationality; sex or gender, lawful sexual activity, marital status, sexual orientation, pregnancy or potential pregnancy, breastfeeding, or status as a parent or a carer; religious or political belief or activity or industrial activity; age, physical features, disability (past, present or imputed) or medical record; employment activity (meaning a request for information about or expression of concern about the provision of employment entitlements); personal association with a person who is identified by reference to any of the above listed attributes; and any other attribute protected under anti-discrimination law. Discrimination can also be setting a requirement that people with a particular characteristic cannot meet and which is not reasonable.

Harassment: Harassment is unwelcome conduct that might reasonably cause a person to be offended, humiliated or intimidated. It can occur as a single incident or a series of incidents.

Vilification: Vilification is any form of conduct that incites hatred against, serious contempt for, or revulsion or severe ridicule of another person or class of person on the grounds of their race or religion.

Victimisation: Victimisation is any detriment suffered because a person has made or been involved in raising a concern or making a complaint about discrimination, harassment or vilification.

Related legislation
Students and staff need to be aware that conduct in breach of this policy and procedures made under this policy may also breach laws in the jurisdiction and lead to criminal or civil legal proceedings and remedies or penalties for which they may be personally liable.

Australia:

- **Equal Opportunity Act 2010** (Victoria)
- **Charter of Human Rights and Responsibilities Act (2006)** (Victoria)
- **Racial and Religious Tolerance Act 2001** (Victoria)
- **Australian Human Rights Commission Act 1986** (Commonwealth)
- **Racial Discrimination Act 1975** (Commonwealth)
Sex Discrimination Act 1984 (Commonwealth)
Disability Discrimination Act 1992 (Commonwealth)
Age Discrimination Act (2004) (Commonwealth)
Fair Work Act 2009 (Commonwealth)
Equal Opportunity for Women in the Workplace Act 1999 (Commonwealth)

South Africa:
Labour Relations Act 1995
Employment Equity Act No. 55 of 1998

Malaysia
Employment Act 1955
Industrial Relations Act 1967
Persons with Disabilities Act 2008

Related documents
- Monash University Ethics Statement
- Monash University Social Inclusion Strategy
- Monash Mobility
- Monash Directions 2025
- Inclusive Teaching Practice
- Related ILO Conventions and Covenants
- Code of Practice on the Prevention and Eradication of Sexual Harassment in the Workplace (The Code) Malaysia

Date effective

Next review date

Policy owner
Director, Equity and Diversity Centre

Policy author
Coordinator, Equal Opportunity: Information and Resolution Services

Contact
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