

DIVERSITY & INCLUSION POLICY

Responsible Officer:	CEO
Approved By:	Board of Management
Approval Date:	28/11/2023
Review Date:	28/11/2026

1. Purpose and Scope

The Tasmanian University Student Association (TUSA) is committed to creating a fair, inclusive, respectful and safe community environment, where diversity is valued and where unlawful discrimination, harassment and victimisation in any form are considered unacceptable. The TUSA is actively committed to protecting the rights, health, and wellbeing of all community members, allowing them to achieve their full potential in an environment which values and affirms diversity.

This policy applies to all TUSA community members engaged in any activity in connection with TUSA. This also applies to students who use TUSA services.

The TUSA Code of Conduct Statement outlines the values and behavioural expectations of all TUSA community members.

2. Key Requirements

2.1. Overview

In support of TUSA's commitment to diversity and inclusion, the objectives of this policy are to:

- a. Ensure all TUSA community members are treated equally and fairly when working or receiving services at TUSA.
- b. Outline the behavioural expectations of community members to uphold the TUSA's aims of providing an environment that is free from all forms of discrimination, vilification, and victimisation.
- c. Detail the TUSA's commitment to promoting diversity and inclusion in the workplace.

- d. TUSA recognises that a commitment to diversity and inclusion entails appreciating and acknowledging cultural differences in a sensitive and ethical manner. It is equally important to always respect individual needs and preferences and understand that no individual can be reduced to a set of cultural norms.

2.2. Definitions

It is important to provide clear definitions to TUSA community members to assist in understanding diversity and inclusion, and these definitions are from the Law Council of Australia.

- a. Diversity: refers to the visible and invisible differences that exist between people including (but not limited to) disability, sex, sexual orientation, gender identity and intersex status, age, race, ethnicity, religion, culture, physical impairment, relationship, and parental status. Diversity also encompasses the ways people differ in terms of their educational background, life and work experiences, carer responsibilities, socio-economic background, and geographical location.
- b. Inclusion: refers to ensuring that all community members enjoy equal opportunity without any barriers due to their differences.

2.3. Unacceptable Workplace Conduct

2.3.1. Discrimination

Discrimination occurs when a person is treated less favourably based on a protected attribute, as listed below. Discriminatory conduct is not always intentional, and it can be both direct and indirect. Direct discrimination occurs when a person or group is treated less favourably than another because of a protected attribute, whilst indirect discrimination involves imposing an unreasonable requirement, condition, or practice that operates to disadvantage a person with a protected attribute.

Protected attributes covered by the Tasmanian Anti-Discrimination Act 1998 include:

- a. race;
- b. age;
- c. sexual orientation;
- d. gender or gender identity;
- e. marital status;
- f. relationship status;
- g. parental status, including pregnancy and family responsibilities;
- h. disability;
- i. industrial activity;
- j. political or religious belief or affiliation;
- k. irrelevant medical or criminal record; and
- l. association with a person who has, or is believed to have, any of these attributes.

2.3.2. Vilification

Vilification includes any form of conduct that incites hatred against, serious contempt for, or severe ridicule of a person or group of people because of a protected attribute. Such conduct can be a single event or series of events over a period. Examples include:

- a. Offensive material on the internet, including social networking sites.

- b. Offensive speeches at public events, work functions or in the workplace.
- c. Abusive comments in any public place, such as UTAS premises, or any other place attended in connection with the TUSA.

The TUSA will not tolerate any form of vilification; it is against the law. TUSA community members may also be personally liable and prosecuted under Commonwealth or State criminal laws.

2.3.3. Victimisation

Victimisation is treating or threatening to treat someone unfairly because they have:

- a. Asserted their rights under equal opportunity and anti-discrimination law.
- b. Made a complaint.
- c. Provided any information or evidence in connection with a complaint.
- d. Refused to do something because it would constitute discriminatory, vilifying, or victimising behaviour.

The TUSA has a zero-tolerance approach to victimisation. It is considered a serious breach of this policy and is likely to result in formal discipline.

2.4. Equal Employment Opportunity

Equal employment opportunity ensures TUSA community members are given equal access to appointment, support, training, and promotion, or any other employment related issue without regard to factors unrelated to their competency and ability to perform their duties.

All recruitment and job selection decisions at the TUSA will be based on merit, which relates to the skills and abilities of the candidate as measured against the inherent requirements of the position. It is unacceptable and may be against the law to ask job candidates questions, or to in any other way seek information about any protected attributes, unless this can be shown to be directly relevant to a genuine requirement of the position.

3. Responsibilities

TUSA community members must comply with all relevant laws, regulations and TUSA governance instruments.

4. Relevant Documentation

TUSA community members are encouraged to read this policy in conjunction with other relevant documentation, as detailed below.

TUSA governance instruments:

- TUSA Enterprise Agreement
- TUSA Workplace Expectations Policy
- TUSA Code of Conduct Statement
- TUSA Workplace Harassment & Bullying Procedure
- TUSA Grievance & Investigation Procedure

UTAS governance instruments:

- UTAS Student Behaviour and Conduct Ordinance
- UTAS Behaviour Policy & Procedure

Government legislation:

- Age Discrimination Act 2004 (Cth)
- Anti-Discrimination Act 1998 (TAS)
- Australian Human Rights Commission Act 1986 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Sex Discrimination Amendment Act 2013 (Cth)
- Fair Work Act 2009 (Cth)

5. Review

This policy will be reviewed every three years, or as needed. Any amendments deemed necessary will be approved by the Board of Management.

6. Versioning

TITLE	PARA. AMENDED	APPROVAL DATE
Diversity & Inclusion Policy	New document	28/11/2023