



Equity, Inclusion, Diversity and Accessibility

Equity, diversity and inclusion are considered essential to the continued success of UNSW. UNSW values diversity of thought and experience and believes that an inclusive and collaborative culture underpins research and teaching excellence, and facilitates a positive student and staff experience.

Equity in regard to representation of gender, socio-economic status, Indigenous Australians, cultural diversity,

Principles and objectives

1. Our principles

To create a culture that both values and benefits from equity, diversity and inclusion, staff and students are required to follow these principles in our interactions with each other and the broader community, whilst carrying out the activities (or related activities) of the University.

- 1.1. The University will provide equal opportunity by removing barriers to participation and progression in



UNSW
UNIVERSITY OF NEW SOUTH WALES

- Admissions Policy
- Anti-Racism and Anti-Religious Vilification Policy
- Australian Code for the Responsible Conduct of Research
- Code of Conduct and Values
- Complaints Management and Investigations Policy and Procedure
- Education Quality Policy
- Health and Safety Policy
- Higher Degree Research Scholarships Policy
- The Model Code for the Protection of Freedom of Speech and Academic Freedom in Australian Higher Education Providers
- Modern Slavery Prevention Policy
- Naming Recognition Policy
- Workplace Adjustments Procedure for Staff with Disability
- Representation on UNSW Committees and Decision-Making Bodies Procedure

Definitions and acronyms	
Affiliates	Conferred title holders; agency/labour hire staff; members of University committees; visitors from other universities, and any other person appointed or engaged by the University to perform duties or functions for the University (including volunteers).
Equity	Embracing the diversity and cultural richness of our communities and ensuring that our staff and students can achieve their full potential regardless of background, as is outlined in the UNSW 2025 Strategy . For example, this may entail action to reverse the characteristics, or geographic location).
Diversity	Any attributes protected under Australian law and areas of focus as may be determined by a Division, Faculty or School for the purpose of delivering on the stated aims in the UNSW 2025 Strategy which include (but are not limited to): <ul style="list-style-type: none"> • For staff . addressing differences in employment rates based on gender, disability, cultural background and Indigenous origin, and sexual orientation or gender identity. • For students . increasing the intake and retention of Indigenous students, students from low socioeconomic groups and students from disadvantaged backgrounds.
Inclusion	to opportunities and resources, and can contribute their perspectives and talents to Australia, Sydney]
Indigenous	Aboriginal or Torres Strait Islander origin (or both).
Staff	All employees of the University, including casual employees.

<p>Unlawful discrimination and harassment</p>	<p>Discrimination occurs when a person, or a group of people, is treated less favourably (either directly or indirectly) than another person or group because of a protected attribute.</p> <p>Harassment is unwelcome conduct on the basis of certain protected attributes that could reasonably be anticipated to cause a person to be offended, humiliated or intimidated.</p> <p>Protected attributes or characteristics under Australian federal, state and territory laws include:</p> <ul style="list-style-type: none"> • Family/carer-related characteristics: including marital or relationship status, pregnancy or potential pregnancy, breastfeeding and family or carer responsibilities. • Gender and LGBTIQ (Lesbian, Gay, Bisexual, Transgender, Intersex, Queer or Questioning) related characteristics: including sex (male or female), sexual orientation, gender identity, transgender status and intersex status. • Age-related characteristics: including age and age-specific characteristics. • Disability-related characteristics: including physical, mental, intellectual, psychiatric, sensory, neurological or learning disabilities and impairments; HIV/AIDS status; and medical record. UNSW is required to consider whether any reasonable adjustments could be made to enable a person with a disability to perform their role or for a person to apply for and receive an education. • Race-related characteristics: including race, colour, descent, national extraction, nationality, descent or national or ethnic origin, and in some circumstances also immigrant status. <p>Other characteristics: irrelevant or spent criminal record, irrelevant medical record, political opinion, religious conviction, social origin, profession, trade, occupation or calling, trade union activity, characteristics that are generally imputed to a person with a protected attribute and association (as a relative or otherwise) with a person with a protected attribute.</p>
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