

Name of Policy	Equal Opportunity Policy
Description of Policy	
Policy applies to	<input type="checkbox"/> University-wide <input type="checkbox"/> Specific (<i>outline location, campus, organisational unit etc.</i>)
	<input type="checkbox"/> Staff Only <input type="checkbox"/> Students Only <input type="checkbox"/> Staff and Students
Policy Status	<input type="checkbox"/> New Policy <input type="checkbox"/> Revision of Existing Policy
Description of Revision	

Approval Authority	Vice-Chancellor and President
Governing Authority	Chief Operating Officer
Responsible Officer	Director, Human Resources

Approval Date	June 2008
Effective Date	
Date of Last Revision	
Date of Policy Review*	June 2017

* Unless otherwise indicated, this policy will still apply beyond the review date.

Related Policies, Procedures, Guidelines and Local Protocols	
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1. Background Information

This policy has been developed in support of equal opportunity in employment and education for all staff and students of ACU.

2. Policy Statement

Australian Catholic University wishes to foster and promote teaching research and scholarship in its widest and richest sense in accordance with Christian principles and traditions of the Church.

The University supports the principles of equal opportunity in employment and education for its staff and students. This is consistent with the essential characteristics of the University's mission and concern for social justice and equity. This Equal Opportunity Policy is designed to support the principle that staff are selected or promoted according to merit.

3. Policy Purpose

Federal and State legislation relating to anti-discrimination and affirmative action imposes certain obligations on both the University and its staff. It is the policy of the University to conform with the obligations which are imposed upon it by all relevant legislation.

The legislation covers a wide range of unlawful discrimination areas, both direct and indirect. Commonly included are:

Race, colour, national or ethnic origin, nationality, religion, sex or gender, marital status, pregnancy, intellectual or physical impairment and disability.

The University recognises that its pursuit of equal opportunity principles takes place within an evolving legislative framework.

4. Application of Policy

The University will at all times endeavour to:

- promote equal opportunity;
- prevent unlawful, direct and indirect discrimination, including sexual harassment;
- develop an affirmative action and management plan in accordance with the Affirmative Action (Equal Employment Opportunity For Women) Act;
- address, where appropriate and lawful, the effects of education disadvantage or past discriminatory practices within the general community, particularly in respect of disadvantaged groups within the University community;
- adopt policies, procedures and programs consistent with equal opportunity and anti-discrimination principles.

In developing policies, procedures and programs to support equal opportunity, the University will consult, as appropriate with staff and students. Procedures and programs will be monitored and evaluated against stated objectives.

Every member of the University community is expected to be aware of such policies and of their own individual obligations under relevant State and Federal laws and to ensure that their actions conform to them.

All heads of academic units, managers and supervisors have particular responsibility for programs to be implemented which are consistent with such laws.

5. Approvals

All approvals of decisions made in relation to developing and implementing policies, procedures and programs which support the University's Equal Opportunity Policy must be in accordance with the University's Staffing Regulations Register.

6. Policy Review

The University may make changes to this policy from time to time to improve the effectiveness of its operation. In this regard, any staff member who wishes to make any comments about this policy may forward their suggestions to Human Resources.

7. Further Assistance

Any staff member who requires assistance in understanding this policy should first consult their nominated supervisor who is responsible for the implementation and operation of these arrangements in their work area. Should further information or advice be required staff should visit [Service Central](#).