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| Responsible Officer | Vice-President, Human Resources | | |
| Contact Officer | Vice-President, Human Resources. | | |
| Superseded Documents | Equal Opportunity in Education Policy Statement v1.1 | | |
| Review | | | |
| File Number | 2015/37887 | | |
| Associated Documents | <u>Equity and Diversity Policy Statement</u> | | |
| Version | Authorisation | Approval Date | Effective Date |
| 1.2 | Administrative update by Acting Head of Governance | 27 November 2015 | 27 November 2015 |

Under the Federal Racial Discrimination Act (1975), Sex Discrimination Act (1984), Disability Discrimination Act (1992), Age Discrimination Act (2004) and the New South Wales Anti-Discrimination Act (1977), the University is required not to discriminate against students or prospective students on the grounds of age, disability, homosexuality (male or female), marital status, pregnancy, race (including colour, nationality, descent, ethnic, ethno-religious or national origin, and immigration), religious or political affiliation, views or beliefs, sex, and transgender or transsexuality. Under the University of New South Wales Act (1989), the University declares that it will not discriminate on the grounds of religious or political affiliations, views or beliefs.

University Commitment to Equal Opportunity in Education

As well as recognising its statutory obligations as listed, the University will eliminate discrimination on any other grounds which it deems to constitute disadvantage. The University is committed to providing a place to study free from harassment and discrimination, and one in which every student is encouraged to work towards her/his maximum potential. The University further commits itself to course design, curriculum content, classroom environment, assessment procedures and other aspects of campus life which will provide equality of educational opportunity to all students.

Special Admissions Schemes

The University will encourage the enrolment of students who belong to disadvantaged groups through programs such as the University Preparation Program and the ACCESS Scheme. Where members of disadvantaged groups are particularly under-represented in certain disciplines, the responsible faculties will actively encourage their enrolment.

Support of Disadvantaged Students

The University will provide support to assist the successful completion of studies by disadvantaged group members through such means as the Aboriginal Education Program and the Learning Centre. It will work towards the provision of other resources, such as access for students with impaired mobility, assistance to students with other disabilities, the provision of a parents room on the upper campus, and increased assistance with English language and communication.

Course Content, Curriculum Design, Teaching and Assessment, and Printed Material

Schools and faculties will monitor course content (including titles), teaching methods, assessment procedures, written material (including study guides and handbook and Calendar entries) and audiovisual material to ensure that they are not discriminatory or offensive and that they encourage and facilitate full participation in education by disadvantaged people.

Equal Opportunity

The University will continue to provide equal opportunity advice and support to students who feel that they have been harassed or who consider they have been disadvantaged in their education by practices and procedures within the University.

Harassment Policy

The University is committed to ensuring freedom from harassment for all people working or studying within the institution. It will continue to take action, including disciplinary action, to ensure that freedom from harassment is achieved.

Appendix A: History

| Version | Authorised by | Approval Date | Effective Date | Sections modified |
|----------------|--|----------------------|-----------------------|--|
| 1.0 | UNSW Council | September 1988 | September 1988 | |
| 1.1 | Director Equity and Diversity | 11 July 2005 | 11 July 2005 | Addition of the Age Discrimination Act (2004) |
| 1.2 | Administrative update by Acting Head of Governance | 27 November 2015 | 27 November 2015 | Amendments to the Responsible Officer and Contact Officer. |