



DIVERSITY AND EQUITY POLICY - HIGHER EDUCATION

Purpose

This policy sets out how AIB ensures all its students have equivalent opportunities for access to, successful transition into and progression through all higher education courses offered at AIB. The principles guiding diversity and equity at AIB are that AIB believes in accommodating student diversity and providing equal opportunities for all students to successfully complete their course.

Scope

This policy applies to all of AIB's higher education students and staff.

Definitions

Unless otherwise defined in this document, all capitalised terms are defined in the [glossary](#).

Legislation

AIB embraces the principles of diversity and equity as set out in the Australian Federal and State legislation.

Details

1. AIB ensures that all individuals have the right to enrol in AIB courses without any discrimination and uses the same enrolment process for all applicants including, but not limited to, the following groups:
 - 1.1 Aboriginal and Torres Strait Islander peoples;
 - 1.2 People from non-English speaking backgrounds;
 - 1.3 People living with disabilities;
 - 1.4 People from rural and remote areas; and
 - 1.5 People with exemptions or entering via alternative entry pathways.
2. All staff must respect the rights of others and treat each individual fairly.
3. AIB puts its commitment to diversity and equity into practice by:
 - 3.1 Ensuring that AIB's learning environment is free from harassment, discrimination and victimisation.
 - 3.2 Ensuring all products and services offered at AIB are inclusive of a range of student needs, including:
 - a) access to credit transfer and recognition of prior learning processes; and
 - b) the use of inclusive and non-discriminatory language in learning and assessment materials.

- 3.3 Ensuring that admissions policies, requirements and procedures are documented and are applied fairly and consistently
 - 3.4 Ensuring the successful transition into and progression to completion of courses of study is achieved, such as through tailored orientation programs to suit the needs of its student cohorts, including specific consideration for international students on student visas adjusting to living and studying in Australia.
 - 3.5 Ensuring that policies, practices and approaches to teaching and learning are designed to accommodate student diversity, including the under-representation and /or disadvantage experienced by identified student sub-groups and creating equivalent opportunities for academic success regardless of students' backgrounds.
 - 3.6 Giving specific consideration to the recruitment, admission, participation and completion of Aboriginal and Torres Strait Islander peoples;
 - 3.7 Ensuring that the participation, progress, and completion by identified student subgroups is monitored and that the findings are used to inform admission policies and improvement of teaching, learning and support strategies for those subgroups.
4. All staff will observe AIB's commitment to access and equity requirements by ensuring that:
- 4.1 information relating to diversity and equity is available to all prospective students.
 - 4.2 diversity and equity principles are communicated to staff through staff induction training; access to AIB's policies and procedures; and professional development activities.
 - 4.3 staff interact with prospective and current students in a courteous, professional and non-discriminatory way.
 - 4.4 Staff use appropriate language in their dealings with students and in course materials to ensure that people feel welcome and included.

All students have the right to object to discrimination and harassment in any form, and to complain when such discrimination takes place. Refer to AIB's Academic and Non-Academic Grievance Handling Policy and Procedure for full information on the complaint or grievance process.

Related Forms:

Academic and Non Academic Grievance Form
Application Forms

Related Policies:

HR - Fair Treatment Policy;
Admissions Policy;

Academic and Non-Academic Grievance Handling Policy and Procedure;
Student Misconduct and Discipline;
Domestic and Distance Learning Student Refund Policy;
International Onshore Student Refund Policy;
Student Review Procedures for Re-Crediting a Fee Help Balance and Refund of Fees;
Recognition of Prior Learning Policy; and
Inclusive Language Policy

Related Legislation:

Age Discrimination Act 2004 (Cth);
Disability Discrimination Act 1992 (Cth) (including Disability Standards for Education);
Racial Discrimination Act 1975 (Cth);
Sex Discrimination Act 1984 (Cth);
Equal Opportunity Act 1984 (SA); and
Racial Vilification Act 1996 (SA).

Responsibility

Academic Director

Current Status:	Version 2
Approved By:	Academic Board
Date of Approval:	26 April 2017
Previous versions:	9 December 2016
Date of Next Review:	26 April 2019