

STUDENT EQUITY AND DIVERSITY PROCEDURE

Governing Policy

Student Equity and Diversity Policy

Purpose

This procedure sets out guidelines for staff how to operationalise the Student Equity and Diversity Policy.

Definitions

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

Procedure

1. We ensure that admissions policies, requirements and procedures are documented and are applied equitably and consistently.
2. AIB uses the same enrolment process and entry requirements for all applicants including, but not limited to, the following groups:
 - a. People from non-English speaking backgrounds
 - b. People with disabilities
 - c. People from rural and remote areas
 - d. People with exemptions or entering via alternative entry pathways
 - e. People without prior higher education background
 - f. Aboriginal and Torres Strait Islander peoples.
3. All applicants and students have access to the AIB Student Code of Conduct Policy which is publicly accessible on the AIB website. AIB, through its Student Code of Conduct Procedures ensures that penalties are applied for breaches of behaviour including racism, cyberbullying and harassment.
4. We ensure that AIB's learning environment is free from harassment, discrimination and victimisation. Where breaches are observed in recordings of class interactions the procedures described in the Student Code of Conduct are applied.
5. We ensure that 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, marketing materials and the AIB website.
6. We ensure 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.

7. All staff will observe AIB's commitment to access and equity requirements by ensuring that information relating to diversity and equity is available to all prospective students.
8. Diversity and equity principles are communicated to staff through staff induction training; access to AIB's policies and procedures; and professional development activities.
9. Students who wish to object to discrimination or harassment that has taken place should refer to AIB's Academic and Non-Academic Grievance Handling Policy and Procedure for full information on the complaint or grievance process.

Related Forms:

Formal Grievance and Internal Appeal Forms

Application Forms

Responsibility

Academic Dean

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