

Equal Opportunity and Diversity Policy

Section 1 - Purpose

(1) Consistent with QUT’s strategic plans and its values and priorities, inclusion and social justice philosophy and practices will be embedded into all aspects of its activities. This enhances the university's core business, as well as enhancing the opportunities of disadvantaged students and staff.

(2) QUT aims to:

- a. respect and protect the rights of its students and staff;
- b. promote a fair and inclusive educational environment and employment opportunities;
- c. ensure its graduates possess a sense of social and ethical responsibility; and
- d. contribute to the social wellbeing of all nations.

Section 2 - Application

(3) This Policy applies to students, staff, and members of the QUT community in all QUT activities.

Section 3 - Roles and Responsibilities

Position	Responsibility
Managers and Supervisors (within their scope of authority)	Ensure that workplace and study environments are inclusive and free of discrimination and harassment. Implement equal opportunity and diversity policy in all aspects of their area’s activities.
Director, Equity	Provide advice, strategy, support and direction for social justice matters across all areas of activity for QUT students and staff.
University Equity Committee	Provides advice on all social justice matters according to responsibilities in its charter.

Section 4 - Rights, Responsibilities and Commitments

(4) All students, staff and members of the QUT community have individual rights:

- a. to be treated fairly by the university and by each other;
- b. to study and work in an environment free from discrimination and harassment.

(5) To respect and protect these rights, QUT will:

- a. educate and inform members of the university community about their rights and responsibilities ([Code of Conduct - Staff](#) and [Code of Conduct - Student](#));
- b. review and reform university practices to ensure they are inclusive and non-discriminatory;

c. administer grievance resolution procedures.

Section 5 - Knowledge and Community

(6) As a public institution whose purpose is to provide transformative education student experiences and research relevant to our communities, QUT has a unique role to play in both the social justice knowledge and skills which graduates acquire, and the social justice aspects of research.

(7) Graduates of QUT will have a sense of social and ethical responsibility, and an understanding of Indigenous Australian and international perspectives ([Graduate Capabilities Policy](#)).

(8) QUT courses will be characterised by content, pedagogy and assessment embedded with Indigenous Australians' perspectives, inter-cultural perspectives, and an understanding of social justice. Students in their work integrated learning and community engagement / service-learning activities should have opportunities to engage with disadvantaged and marginalised communities.

(9) Staff at QUT will ensure that their research activities include a positive impact on disadvantaged and marginalised groups in the broader community.

(10) The university's community engagement activities will reflect its civic responsibility and be inclusive of culturally and socially diverse communities.

(11) With regard to public policy, the university will contribute its knowledge, analytical skills and ideas through public debate and consultancies which include a social justice perspective.

Section 6 - Planning and Support

(12) To give effect to its social justice policy aspirations, QUT will infuse equity considerations into its planning, reporting and accountability arrangements. From time to time, priority issues will emerge, such as alleviating student poverty or supporting students and staff who identify as lesbian; gay; bisexual; transgender; intersex; queer or questioning; asexual, agender or aromantic; or other diverse genders and sexualities (LGBTIQ+).

(13) Training and awareness-raising programs and appropriate resourcing will be available to inspire and enable staff and students to engage with social justice activities. Reward and recognition schemes will acknowledge the equity-related achievements of staff and students.

Section 7 - Definitions

Term	Definition
Affirmative Action Programs	Are provided to assist various groups of people by removing barriers in employment and education which are the result of historical or existing disadvantage, harassment and discrimination. These programs do not constitute unlawful or unfair discrimination are not inconsistent with anti-discrimination or human rights laws and, for some groups, are required by law and/or policy.
Discrimination	Is as defined in the university's Resolution Procedures for Sexual Harassment, Sexual Assault and Discrimination Related Complaints .
Harassment	Is as defined in the university's Resolution Procedures for Sexual Harassment, Sexual Assault and Discrimination Related Complaints .

Status and Details

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