

Diversity, Equity and Inclusion Policy

1. PURPOSE

The purpose of this policy is to articulate JMC Academy's commitment to the principles of equity, diversity and inclusion, and to acknowledge the value and benefits of a diverse, collaborative and inclusive culture.

2. SCOPE

JMC Academy encourages all members of the JMC Academy community to take personal responsibility for working to eliminate discriminatory practices and to behave in a way that is inclusive, equitable, fair and respectful.

This policy applies to all staff members, teaching faculty, students, and contractors engaged or appointed by JMC Academy while on campus or in a JMC related off-campus activity, including managed digital environments.

3. DEFINITIONS

Equal Opportunities - the right to be treated without discrimination and not being disadvantaged by prejudices or bias.

Diversity – understanding, accepting and respecting one's uniqueness and individual differences.

Disadvantaged and Under-represented Groups – refers to historically disadvantaged or underrepresented student populations in Higher Education, other groups protected in Equal Opportunity and anti-discrimination legislation and those covered by the Higher Education Participation and Partnerships Program.

Disadvantaged and Under-represented Groups include but are not limited to:

- Aboriginal and Torres Strait Islander peoples,
- people from lower socio-economic backgrounds,
- people with disability,
- people from remote, rural or isolated areas,
- people who are the first in their family to attend a university or other higher educational institution,
- people from non-English speaking backgrounds, and
- people in areas of study where they have been under-represented.

Inclusivity – policies, processes and practices of including individuals who otherwise might be marginalised, prevented or even ostracised due to some attributes.

For definitions not listed here please refer to *JMC Academy Glossary*.

4. POLICY

JMC Academy values and welcomes diversity of thought and experience and upholds the principles of equal opportunity, inclusion, fairness and respect.

JMC Academy endeavours to eliminate discrimination, bullying, harassment and sexual misconduct, striving to create a culture where students and staff are encouraged to study and work on a basis of mutual respect and valuable collaborations.

JMC Academy is committed to ensuring that:

- barriers for individuals from disadvantaged or under-represented backgrounds are recognised and minimised,
- specific consideration is given to the recruitment, admission, participation and completion of disadvantaged and under-represented groups,
- potential students are able to safely disclose what special requirements they may have to enable them to successfully undertake and/or continue with the course,
- assessment processes are valid, fair, reliable and consistently applied throughout a student's experience,
- reasonable steps are taken to provide a range of options to assist all students in undertaking learning and/or assessments, within the allowable limits of the accredited course structure, such as, but not limited to, academic and counselling support and special consideration,
- opportunities offered are open to everyone and decisions are based on merit and free from bias,
- accessible learning environments are provided,
- it will systematically review its policies and procedures to ensure they are consistent with the principles of fairness, diversity and equity,
- unlawful or unfair discrimination, harassment, bullying and sexual misconduct is prevented and eliminated by monitoring the recruitment and progress of all students and staff, collecting and collating information, and acting on any inequality that it becomes aware of,
- it transparently meets its legal obligations and that its policies and procedures are consistent with the principles of social justice and fairness,
- it promotes an environment in which the diversity of the JMC Academy community may be celebrated and valued through policies, training, guidance and campaigns,
- it will respond appropriately to complaints and appeals in a fair and equitable manner.

5. COMPLAINTS and APPEALS

Students may access the Student Complaints and Appeals Policy and its associated procedures to appeal against any decisions made under this policy.

6. POSITIONS RESPONSIBLE FOR IMPLEMENTING POLICY

- Governing Council
- Academic Board
- Chief Executive Officer
- Director of Education
- Director of International Services
- Campus Manager
- Administration
- JMC Academy Students
- JMC Academy Staff

7. RELATED DOCUMENTS

- Student Complaints and Appeals Policy
- Student Complaints and Appeals Procedure
- Discrimination, Bullying, Harassment and Sexual Misconduct Policy
- Sexual Harassment Procedure
- Sexual Assault Procedure

- Statement of JMC Academy Principles of Procedural Fairness
- Health, Safety and Wellbeing Policy
- Student Code of Conduct
- JMC Academy Glossary

8. RELATED LEGISLATION

This Policy supports JMC Academy's compliance with the following legislation:

- Higher Education Support Act 2003 (Cth),
- Higher Education Standards Framework (Threshold Standards) 2015 (Cth)
- Age Discrimination Act 2004 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Fair Work Act 2009 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Racial Hatred Act 1995(Cth)
- Sex Discrimination Act 1984 (Cth)
- Work Health & Safety Act 2011 (Cth)
- Workplace Gender Equality Act 2012 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)

9. POLICY REVIEW DATE

28th March, 2022

10. VERSION CONTROL TABLE

Title	<i>Diversity, Equity and Inclusion Policy</i>			
Maintained By	Education Team			
Approving Authority	Governing Council			
Approved Date	05/04/2019			
Version Number	Modified By	Modifications Made	Date Modified	Status
2.0	S. Stanford	"Health Check": Updated to new format; Renamed positions	1/03/2018	Superseded Approved by Academic Board on 22/03/2018
2.1	M. Hafda	Updated format	17/10/2018	Superseded
2.2	G. Jedlinska G. Markakis	Redesigned version	06/03/2019	Approved by G. Markakis on behalf of Governing Council on 05/04/2019 Current