



## STUDENT EQUITY AND DIVERSITY POLICY

### Purpose

This policy sets out the principles informing AIB's approach to ensuring that students have equitable opportunities for access to and progression through all Courses offered at AIB. We value and respect social, cultural, physical, geographical, religious and linguistic diversity and promote inclusive behaviours to provide an environment that is safe, respectful and productive.

### Scope

This policy applies to all AIB's higher education students and AIB Staff. For the purpose of this policy, students in this policy refers to students and Candidates.

### Definitions

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

### Policy

1. AIB is committed to promoting a diverse student population and providing equal opportunities for all students to successfully apply for, enrol in and complete their studies.
2. We ensure that all individuals have the right to enrol in AIB Courses without discrimination. The application of all student-related policies and procedures follows principles of equity, inclusion, fairness and transparency.
3. Our learning environment is dedicated to being free from harassment, discrimination and victimisation.
4. All students have the right to object to discrimination and harassment in any form, and to complain when such discrimination takes place.
5. We embrace the principles of diversity and equity as set out in the Australian Federal and State legislation.
6. We ensure that appropriate policies, procedures and practices are in place to accommodate and support students of diverse backgrounds and needs, including but not limited to diversity of culture, faith, gender, sexuality, and physical and mental health needs.
7. Through our Diversity and Equity Framework, which includes policies and procedures, Student Handbooks, Codes of Conduct and the AIB Employee Handbook, we ensure that

staff and students are aware of their rights and the associated responsibilities, and the consequences for breaches of those responsibilities.

8. We ensure that the participation, progress, and completion by identified minority student groups is monitored and that the findings are used to inform admission policies and improvement of teaching, learning and support strategies for those groups.
9. We recognise that its online delivery affords a distinctive capacity and capability and responsibility to cater for traditionally under-represented student groups including, but not limited to, people from lower socio-economic backgrounds, Aboriginal and Torres Strait Islander peoples, people from remote, rural or isolated areas, people who are the first in their family to attend a higher educational institution and people for whom English is their second language.
10. We promote the inclusion of diversity and equity principles within research, curricula and policies and procedures.
11. We ensure that there is a designated AIB staff member with responsibility for promoting, supporting and advising on student equity and diversity matters.
12. We ensure that the proper process is followed for applying penalties for breaches of the policy and procedures.

**Related Policies and Procedures:**

[Student Equity and Diversity Procedure](#)

Admissions Policy

Articulation Credit Transfer and Recognition of Prior Learning Policy

Articulation Credit Transfer and Recognition of Prior Learning Procedure

Inclusive Language Guidelines (internal)

Staff Code of Conduct

Staff Equity, Inclusion and Diversity Policy

Student Code of Conduct Policy

Student Code of Conduct Procedure

Student Grievance Handling Policy

Student Grievance Handling Procedure

Student Refund Policy

Student Refund Procedure

Student Review Procedures for Re-Crediting a FEE-HELP Balance and Refund of Fees

Student Support Policy

Student Support Procedure

**Related Legislation and Frameworks:**

Age Discrimination Act 2004 (Cth)

Australian Human Rights Commission Act 1986

Disability Discrimination Act 1992 (Cth) (including Disability Standards for Education)

Equal Opportunity Act 1984 (SA) Racial Discrimination Act 1975 (Cth)

Racial Vilification Act 1996 (SA)

Sex Discrimination Act 1984 (Cth)

**Responsibility:**

Academic Dean

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