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Equal Opportunity Policy

Document Information

Policy name	Equal Opportunity Policy
Category	Services
Date effective	05/06/2014
Next review date	05/06/2020
Status	Updated

Version History

Date of Issue	Version	Author	Summary of changes
10/04/2014	0.1	Jan Allen	Reviewed by Academic Board
10/04/2014	0.2	Jan Allen	Amended with recommendations by Academic Board
05/06/2014	1.0	Jan Allen	Reviewed and approved by MIECAT Council
09/10/2018	1.1	Lilian Tann	Reviewed and updated by EMC, included staff in objectives and removed Workplace Relations Act 1996 which has been repealed.

Document Approval

Name and Position	Date
MIECAT Council	15/10/2018

Policy statement	
Purpose and Intent	This policy demonstrates The MIECAT Institute's commitment to promoting equal opportunity in employment, education and service delivery in accordance with universal principles of equity, fairness and social justice.
Application	This policy covers all staff, students, and visitors at The MIECAT Institute and applies to all the activities of The MIECAT Institute.
Objectives	The MIECAT institute aims to ensure all staff and students with disability enjoy the same right to access the Institute's education, services and facilities as other students, however The MIECAT Institute has financial limitations to what may be provided to staff and students with a disability and would be unable to incur such costs that may create financial vulnerability for the Institute and result in unjustifiable hardship.
Policy Provisions	
<p>The MIECAT Institute, a niche private, not-for-profit accredited Higher Education Provider with a reputation for innovation and excellence in creative arts practice and research, recognises that honesty, fairness, mutual respect and the responsible exercise of power are fundamental to achieving equity for all.</p> <p>The Institute strives to fully integrate equal opportunity into all aspects of its activities through its decision-making and planning processes and to provide staff, students and visitors with an environment free from all forms of unlawful discrimination, harassment, vilification and victimisation.</p> <p>This will be achieved by requiring all staff, students and visitors to ensure their conduct complies with the equity principles outlined in this policy and providing an inclusive and flexible environment for students and staff; using non-discriminatory, inclusive language and practices; and by providing effective mechanisms to resolve complaints of unlawful discrimination, harassment, vilification and victimisation.</p>	
Related legislation	<ul style="list-style-type: none"> • Age Discrimination Act 2004 (Commonwealth) • Australian Human Rights Commission Act 1986 (Commonwealth) • Charter of Human Rights and Responsibilities Act (2006) (Victoria)

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	<ul style="list-style-type: none"> • Disability Discrimination Act 1992 (Commonwealth) • Equal Opportunity Act 2010 (Victoria) • Fair Work Act 2009 (Commonwealth) • Racial Discrimination Act 1975 (Commonwealth) • Racial and Religious Tolerance Act 2001 (Victoria) • Sex Discrimination Act 1984 (Commonwealth)
Supporting procedures	Grievance Policy
Related documents	Accessibility Action Plan
Accountabilities	
Policy owner	Executive Management Committee
Approval authority	MIECAT Council
Responsibility for implementation	All MIECAT staff, Council and Committee members
Responsibility for monitoring implementation and compliance	Executive Management Committee and Academic Board are responsible for monitoring and reporting to the MIECAT Council.
Definitions	<p>Discrimination: Discrimination means treating someone unfairly because of one of the listed characteristics identified under anti-discrimination law.</p> <p>Harassment: Harassment is unwelcome conduct that might reasonably cause a person to be offended, humiliated or intimidated. It can occur as a single incident or a series of incidents.</p> <p>Vilification: Vilification is any form of conduct that incites hatred against, serious contempt for, or revulsion or severe ridicule of another person or class of person on the grounds of their race or religion.</p> <p>Victimisation: Victimisation is any detriment suffered because a person has made or been involved in raising a concern or making a complaint about discrimination, harassment or vilification.</p>