



## Diversity, Inclusion and Equal Opportunity Policy

Policy Id	A005
Original version	February 2020
Current version	Approved by the Board of Governors, 27 February 2020
Scheduled review date	February 2023
Threshold Standard	2.2
Responsible person/s	Public Programs Manager, Academic Administration Manager and Chief Executive Officer

---

### 1. Introduction

- 1.1 The Adelaide Central School of Art (**the School**) is committed to promoting equal opportunity within the School and providing a diverse, inclusive and respectful environment for all staff and students which is free from all forms of discrimination, harassment, vilification and victimisation.
- 1.2 The School has developed this Policy document to promote the principles of equal opportunity, equity, diversity and inclusion within the School. This policy demonstrates the School's compliance with, and ongoing commitment to, the:
  - 1.2.1 *Age Discrimination Act 2004* (Cth);
  - 1.2.2 *Disability Discrimination Act 1992* (Cth);
  - 1.2.3 *Racial Discrimination Act 1975* (Cth);
  - 1.2.4 *Sex Discrimination Act 1984* (Cth); and
  - 1.2.5 *Equal Opportunity Act 1984* (SA).

### 2. Purpose

This Policy outlines the School's commitment to making sure every member of the School community, regardless of their background or personal attributes, is treated with respect and dignity. The School strives to foster and encourage an environment of diversity, inclusion and equal opportunity.

### 3. Scope

This policy applies to all activities and decisions of the School and all staff, students and members within the School community.

### 4. Definitions

- 4.1 **Award Courses** refer to the School's accredited degree programs: Associate Degree of Visual Art, Bachelor of Visual Art, and Bachelor of Visual Art (Honours).
- 4.2 **Discrimination** is treating or proposing to treat an individual unfavorably because they have a protected attribute.

Discrimination can be direct or indirect:

  - Direct discrimination can occur when a person or group is treated less favourably than another person or group in a similar situation, because of a protected attribute.
  - Indirect discrimination involves imposing a requirement, condition or practice that operates to disadvantage a person or group with a protected attribute, and that is not reasonable.
- 4.3 **Equal opportunity** means the right to be treated fairly including:

- treating people as individuals without making judgments based on irrelevant personal characteristics;
  - creating an environment free from discrimination, harassment, bullying and victimisation;
  - allowing all staff, student and members of the School community to work to their full potential;
  - making decisions based on merit.
- 4.4 **Harassment** is unwelcome conduct that might reasonably cause a person to be offended, humiliated or intimidated because they have a protected attribute. Harassment can also happen if someone is working in an environment permeated by conduct or activities that make it hostile or intimidating. The behaviour can be overt or subtle, verbal, non-verbal or physical.
- 4.5 **Protected attribute** includes:
- a disability, disease or injury;
  - parental status or status as a carer;
  - race, colour, descent, national origin or ethnic background;
  - age;
  - sex;
  - industrial activity, including being or not being a member of an industrial organisation;
  - religion;
  - pregnancy and breastfeeding;
  - sexual orientation, intersex status or gender identity;
  - marital status;
  - political opinion
  - social origin;
  - medical record; and
  - an association with someone who has, or is assumed to have, one of these characteristics.
- 4.6 **Public Programs** includes, but is not limited to, Short Courses, Teen Programs, Masterclasses, Atelier, and other teaching and learning activities undertaken by the School for a public audience.
- 4.7 **Victimisation** means treating someone unfairly because they have acted on their rights under equal opportunity law or because they have supported someone else who acted upon those rights.
- 4.8 **Vilification** means any form of conduct that includes hatred against, serious contempt for, or revulsion or serve ridicule of a person or group of people because of their race or religion.

## 5. Policy

- 5.1 The School is committed to equal opportunity and the principles of equity, diversity and inclusion. The School stands against all forms of discrimination, harassment, vilification and victimisation.
- 5.2 The School requires all staff, students and other members of the School community to ensure their conduct and decisions comply with the principle of equal opportunity outlined in this policy.
- 5.3 The School acknowledges and celebrates the diversity of backgrounds and experiences in the School community. The School aims to provide an inclusive environment which is without fear of discrimination, harassment, vilification or victimisation and where all students, staff and others participating in the School community are treated with dignity, courtesy and respect.
- 5.4 The School is committed to ongoing implementation of this Policy.
- 5.5 The School ensures this Policy is accessible to all parties involved in activities conducted by the School.

## 6 Responsibilities

- 6.1 The Public Programs Manager and the Academic Administration Manager in conjunction with the Chief Executive Officer (CEO) of the School are responsible for ensuring that this Policy is implemented by the School. The Public Programs Manager, Academic Administration Manager and CEO are responsible for ensuring that all parties involved in activities conducted, and decisions made, by the School do so in accordance with this Policy.
- 5.1 All staff, students and members of the School community are responsible to uphold this Policy and to achieve an environment where equal opportunity, inclusion and diversity is fostered and encouraged.
- 6. Grievances**
- 6.1 Any form of discrimination, harassment, vilification or victimisation will not be tolerated at the School.
- 6.2 The School strongly encourages any person who believes they have been discriminated against, harassed, vilified or victimised within the School to take appropriate action by contacting:
- the Public Programs Manager for issues relating to the School's Public Programs;
  - the Academic Administration Manager for issues relating to the School's Award Courses; or
  - the CEO for all other matters and/or if the Public Programs Manager or Academic Administration Manager is unavailable or otherwise if the person feels uncomfortable in discussing the matter with the Public Programs Manager or Academic Administration Manager.
- 6.3 The Public Programs Manager, Academic Administration Manager, and/or CEO will listen with respect and dignity and in confidence. The School will take appropriate measures to respond to discrimination, harassment, vilification and victimisation.