

# **POLICIES AND PROCEDURES**

## **Equal Opportunity**

The University of the Sunshine Coast is committed to a policy of equal opportunity and freedom from all forms of discrimination as determined by legislation or by Council. The policy is issued on the basis that it is fair and just and contributes to the fulfilment of the University's Mission and Goals.

In fulfilling this commitment the University aims to:

- promote the development of a University culture supportive of equal opportunity principles
- ensure that all of its management and educational policies and practices reflect and respect the social and cultural diversity contained within the University and the community it serves
- ensure that the appointment and advancement of staff and admission and progression of students within the University are determined on the basis of merit
- provide equal employment and educational opportunities within the University and identify and remove barriers to participation and progression in employment and education
- eliminate unlawful discrimination against staff and students on the grounds of sex, marital status, pregnancy, breastfeeding, race, age, parenthood, physical, intellectual and mental impairment, religious beliefs, lawful sexual activity, trade union activity, criminal record, social origin, medical record, nationality, political belief or activity
- comply with State and Federal legislation on discrimination and equal opportunity and binding international human rights instruments.

The Vice-Chancellor, with the support of Executive and managers, is responsible for the implementation of this policy, assisted by the Manager, Student Services and the Manager, Human Resources. The University expects all staff, students and members of the University community to act in accordance with this policy.