

1. Purpose

Box Hill Institute (BHI) celebrates and values the diversity of its student community including CALD, Aboriginal and Torres Strait Islander and LGBTQIA+ students. BHI is dedicated to ensuring equal opportunity and treatment for students throughout their learning experience. BHI is committed to creating a safe learning environment where diverse voices are heard and respected.

2. Scope

This policy applies to all Box Hill Institute current and prospective students.

3. Policy Statement

BHI is committed to creating a positive learning environment for students that promotes equality, is free from discrimination and harassment, and is supportive of the specific needs of individual students.

BHI is committed to the promotion and delivery of equity and social justice for students by specific consideration to the recruitment, admission, participation and course completion of designated student equity groups including Aboriginal and Torres Strait Islander people.

BHI policies, practices and approaches to teaching and learning aim to create equivalent opportunities, including the under-representation and/or disadvantage experienced by identified groups, and create equivalent opportunities for academic success regardless of students' backgrounds.

The following principles underpin the diversity and equity position at BHI.

1. Admission processes are free from discrimination, entry into BHI is determined by meeting published course entry requirements and pre-requisites.
 2. BHI will continue to build a positive learning environment that safeguards students from discrimination, harassment, and other inappropriate behaviours. Students, staff and visitors to BHI are expected to role model and promote positive and respectful behaviour at all times, making all individuals feel welcome. BHI Proactively promotes this through the student code of conduct, which students are required to sign upon enrolment. Students are also required to agree to the following acknowledgements when first logging onto the Student Web:
 - a. Student Code of Conduct
 - b. Respect and Equality
 - c. Sexual Assault Sexual Harassment
- Under the BHI Student Code of Conduct, discrimination and harassment are forms of major misconduct, and will be managed under the Student Management process.
3. BHI will foster an inclusive and flexible learning environment that works to meet the specific needs of students including:
 - a. Accessibility support: Support for prospective/enrolled students living with a disability or medical conditions to participate successfully in their course at BHI.
 - b. Reasonable adjustments: Flexible assessment tasks that the teacher deems appropriate by determining if the task can be performed in a different way that does not compromise the course requirement.

- c. Academic and learning support: BHI provides language, literacy, numeracy, digital and technology support for students that require these.
4. BHI will provide students with access to appropriate supports including:
- a. Language, literacy, numeracy, digital and technology use support
 - b. Accessibility Liaison Service
 - c. Educational and Personal Counselling
 - d. Student Wellbeing Services and Activities
 - e. Aboriginal and Torres Strait Islander Unit
 - f. Support for International Students
 - g. Library
 - h. Career Counselling
 - i. Financial support

4. Context and related documents

4.1. External Legislation

- 4.1.1. Age Discrimination Act 2004 (Cth), and Various State and Territory Anti-Discrimination legislation
- 4.1.2. Australian Human Rights Commission Act 1986 (Cth)
- 4.1.3. Disability Discrimination Act 1992 (Cth)
- 4.1.4. Disability Standards for Education 2005 (Cth)
- 4.1.5. ESOS National Code of Practice 2018
- 4.1.6. Higher Education Standards Framework (Threshold Standards) 2021
- 4.1.7. Higher Education Support Act 2003 (Cth)
- 4.1.8. Higher Education Provider Amendment (Support for Students Policy) Guidelines 2023
- 4.1.9. Racial Discrimination Act 1975 (Commonwealth (Cth)
- 4.1.10. Sex Discrimination Act 1984 (Cth)
- 4.1.11. Gender Equality Act 2020 (Cth)

4.2. Internal

- 4.2.1. Student Code of Conduct
- 4.2.2. Student Conduct Management Policy
- 4.2.3. Student Commitment Form
- 4.2.4. Students with Disability Policy
- 4.2.5. Students with Disability Procedure
- 4.2.6. Sexual Assault and Sexual Harassment Policy
- 4.2.7. Student Admissions and Enrolment Policy
- 4.2.8. Complaint: Student, Customer, Client and Stakeholder Policy

5. Definitions

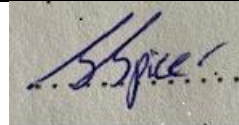
Term	Definition
CALD	Culturally and Linguistically Diverse
Discrimination	Discrimination means treating someone unfairly or less favorably because of a characteristic such as their sex or race or age. Discrimination can also be setting a requirement that people with a particular characteristic (protected attribute) cannot meet and which is not reasonable.

Diversity	Diversity involves recognizing the value of individual differences in the educational setting and in the workplace. Diversity in this context includes, age, cultural background, disability, ethnicity, family responsibilities, gender, gender identity, language, religious belief and sexual orientation. Diversity also refers to the other ways in which people are different, such as educational level, life experience, work experience, socio-economic background, personality, marital status, race, culture, place of origin.
Equity	Equity relates to fair treatment. Our equity objective is to ensure that people from all groups in society have the opportunity to participate successfully in post-secondary education. This includes (but is not limited to) Indigenous people, people with disabilities, women in areas of under-representation, people from culturally and linguistically diverse backgrounds and people from lower socio-economic and rural backgrounds.
Equal opportunity	Equal opportunity is about ensuring that everyone has equal access to, and opportunity to take part in, areas of public life such as, education, employment, accommodation and access to goods and services. Equal opportunity law sets standards for the way we treat each other in these areas and provides remedies for people who have been treated unfairly.
Harassment	Refers to discriminatory behaviour in relation to a protected attribute, which is reasonably likely in all the circumstances, to humiliate, offend, intimidate or distress the person(s) concerned.
LGBTIQA+	LGBTIQA+ is an inclusive acronym that represents a diverse range of sexual orientations, gender identities, and experiences.
Social justice	The attainment of a more equitable society, to which the Institute contributes through the transforming power of education.
Students	Includes applicants and current students.


6. Review

This policy must be reviewed no later than 3 years from the date of endorsement. The policy will remain in force until such time as it has been reviewed and re-approved or rescinded. The policy may be withdrawn or amended as part of continuous improvement prior to the scheduled review date.

7. Originator

Name/Title	Date Endorsed	Signature
Simone Spicer, Associate Director Student Life	27/03/2024	

8. Approval

Name/Title	Date Approved	Signature
Amy Whitehead Acting Executive Director, Student Experience	02.04.24	

9. Document Control and Update History

Version	Date	Amended by	Summary of and reasons for updates
1.0			New policy developed. Previous Student Diversity and Inclusion Policy and Aboriginal and Torres Strait Islander Policy merged into the Student Diversity and Equity Policy.

Is a child-friendly version of this policy required? Y

Has a Gender Impact Assessment been done? Y