

Diversity, Equity and Inclusion Policy

Policy Category	Corporate		
Policy Owner	General Manager IGI		
Responsible for Implementation	Registrar		
Review Date (2 years)	October 2025		
Relevant to	IGI students, IGI staff		
Related Documents	Academic Inquiry and Freedom of Speech Policy Access and Inclusion Policy Sexual Assault and Sexual Harassment Policy Staff Code of Conduct Student Code of Conduct		
Version	Authorised by	Approval Date	Effective date
1.1	General Manager IGI	1 Oct 2023	1 Oct 2023

1. Purpose

The Diversity, Equity and Inclusion Policy specifies IGI's commitment to fostering an accessible, inclusive and respectful learning and working environment in accordance with federal and state legislation.

2. Definitions

Definitions	
Course	Means a collection of units, which may or may not lead to a certificate, diploma, or degree award.
Domestic students	Australian citizens, New Zealand citizens, or holders of an Australian permanent visa (holders of all categories of permanent resident visas, including Humanitarian Visas).
Overseas Student/ International Student	A student who is not a domestic student and who may hold a student visa and is protected by the Education Services for Overseas Students Act 2000.
Staff	Any person currently employed by IGI.

3. Scope

This policy applies to the entire IGI community including current and prospective students, staff and visitors.

4. Policy statement

- IGI fosters a culture that welcomes diversity both on campus and online and develops approaches that enable individuals to participate in all aspects of IGI life on an equal footing. IGI is committed to creating equivalent opportunities for access and success regardless of individuals' backgrounds, and ensures that individuals are treated with respect, equality and dignity.

5. Principles

This policy is underpinned by the following principles:

- 5.1. IGI welcomes and values the diverse range of skills, experiences and perspectives of all people irrespective of their gender, ethnicity, language, cultural background, age, disability, religious beliefs, sexual orientation, socio-economic status and/or family responsibilities.
- 5.2. IGI provides clear information for students and staff with special needs to enable informed decision making about educational and employment offerings and experiences.
- 5.3. Prospective students are aware of, and can access information about, any course requirements including those that might represent impediments for members of particular groups (e.g. those with a disability).
- 5.4. Admissions and recruitment processes are monitored to ensure practices are transparent, free from bias and consistent with the principles of this policy.
- 5.5. Orientation programs are tailored to the needs of individual students/staff and student/staff cohorts.
- 5.6. Students have equivalent opportunities for successful transition into and progression through their course of study, irrespective of their educational background, entry pathway, mode or place of study.
- 5.7. Learning and teaching approaches are designed to accommodate student diversity, including the under-representation and/or disadvantage experienced by identified groups. Courses explore international perspectives including awareness of the similarities and differences that exist between people from different backgrounds and cultures.
- 5.8. The significance of Aboriginal and Torres Strait Islander people as the nation's First Peoples is particularly acknowledged and respected. Specific consideration is given to the recruitment, admission and support of Aboriginal and Torres Strait Islander peoples. Relevant training is provided to staff requiring increased cultural knowledge and confidence in the workplace.
- 5.9. IGI provides learning and other support for its entire student body (including international, off-campus, and online students) in accordance with the Student Support Policy.
- 5.10. Data systems capture relevant information for monitoring of participation, progress and completion of identified sub-groups.
- 5.11. Measures taken to accommodate diversity do not infringe upon freedom of expression or the pursuit of free intellectual inquiry.
- 5.12. Discrimination, bullying or victimisation is not tolerated in any form and is considered a breach of the Student Code of Conduct and the Staff Code of Conduct.

6. Roles and responsibilities

- 6.1. The General Manager IGI is the owner of this policy and is responsible for reporting annually to the Governing Board on diversity and equity issues and initiatives.
- 6.2. The Executive Management Team is responsible for:
 - monitoring accessibility and participation requirements of identified sub-groups (e.g. staff with a disability) and making recommendations for improvement.
 - ensuring the continued cooperation of all members of the IGI community to promote and embed the principles outlined in this policy into their daily behaviour, decision-making and language;
 - ensure that all policies, practices and operations are free from bias and consistent with the intent of this policy.
- 6.3. The Learning, Teaching and Student Outcomes Committee is responsible for monitoring admission, participation, progress and completion of identified student sub-groups, and making recommendations for improvement.

- 6.4. Students and staff are responsible for treating fellow community members with respect regardless of background, engaging in a positive, respectful and constructive manner at all times and reporting any incidents of discrimination, harassment or bullying.

7. References

- Higher Education Standards Framework (Threshold Standards) 2021
- Higher Education Support Act 2003
- Education Services for Overseas Students (ESOS) Act 2000
- The National Code of Practice for Providers of Education and Training to Overseas Students 2018 (The National Code)
- TEQSA Guidance Note: Diversity and Equity
- Racial Discrimination Act 1975 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Disability Standards for Education 2005 (Cth)
- Australian Human Rights Commission Act 1986 (Cth) Workplace Gender Equality Act 2012 (Cth)
- Age Discrimination Act 2004 (Cth)
- Anti-Discrimination Act 1977 (NSW)

8. Document History

Version	Date	Author	Reason	Sections
1.0	Jun 2022	PBL Education	New policy	All
1.1	Oct 2023	IGI	Rebrand and minor amendments	All