

## **Diversity, Equity and Inclusion Policy**

1. DLI is committed to creating an environment where everyone can thrive and fulfil their potential by providing an accessible and inclusive learning environment free from discrimination, sexual harassment, victimisation and vilification.
2. All DLI policies will be consistent with a commitment to Diversity, Equity and Inclusion.
3. DLI will not tolerate or condone unlawful discrimination, sexual harassment, victimisation or vilification. It will provide avenues for resolving complaints of unlawful discrimination, sexual harassment, victimisation and vilification by informal resolution or formal investigation. The resolution process will be fair, consistent, transparent and timely.
4. DLI is committed to making reasonable adjustments where the needs of individual members of DLI are not met by inclusive practices including under our Policy suite.
5. DLI aims to:
  - (a) build a University community in which all members are able to realise their full potential and participate in all aspects of University life
  - (b) foster an inclusive culture that respects and values diversity
  - (c) provide an environment free from discrimination, sexual harassment, victimisation and vilification
  - (d) implement accessible and inclusive policy, practices and programs in all its activities, including services, facilities and communications
  - (e) foster and develop programs that are inclusive and draw on, and advance, diverse knowledge and experiences
  - (f) ensure that the University's publications and official documents use inclusive and non-discriminatory language.
6. DLI activities are underpinned by the following principles:
  - (g) all people have inherent dignity and the right to be treated fairly
  - (h) differences among members of the University are respected and valued
  - (i) everyone has the right to a learning and work environment that is free from discrimination, sexual harassment, victimisation and vilification
  - (j) individuals' needs are best met by inclusive practices and individual adjustments where required.

The Joint Procedures Manual will draw upon the Deakin University [Diversity Equity and Inclusion Policy](#) and the Lancaster University [Equity Diversity and Inclusion](#) website.