

Diversity, Equity And Inclusion DLI Policy

Section 1 - Preamble

- (1) This Policy is effective from 2nd of March 2026.

Section 2 - Purpose

- (2) This Policy articulates DLI's commitment to providing an accessible and inclusive learning and work environment free from discrimination, sexual harassment, victimisation, and vilification aligned with the shared values of Deakin University and Lancaster University, and in compliance with relevant Indonesian, Australian and UK legislation.

Section 3 - Scope

- (3) This Policy applies to all DLI staff, students and associates. It encompasses all academic, operational, and social activities conducted at DLI, irrespective of modality (on-campus, online, or hybrid).
- (4) Where differing legal requirements exist across Indonesia, Australia and the UK, DLI will apply the highest standard that affords the greatest protection to staff and students, to the extent permitted by Indonesian law.
- (5) During the establishment of DLI, all policy, procedures and supporting processes will be regularly reviewed. In the establishment phase, defined as the first two years from when students commence DLI programs, any issues arising from the implementation of current policy, procedure or process will be referred to a jointly-convened Policy and Procedure Review Panel (PPRP). The PPRP will comprise designated academic and professional service representatives from the University Partners and the Office of the Rector. The PPRP will recommend an outcome best aligned with relevant principles and the best interests of any student(s) concerned, and will advise DLI on the future development of policy, procedure and supporting processes. During the establishment phase, the PPRP may make recommendations to vary any given policy only with endorsement from relevant University Partner governance processes. All policy and procedure will be subject to a full review at the end of the two-year establishment phase.

Section 4 - Policy

- (6) DLI upholds the Indonesian national motto of *Bhinneka Tunggal Ika* ('Unity in Diversity') and recognises the diverse cultures, traditions and knowledge systems of Indonesia, as well as our broader University community and partners.
- (7) DLI is committed to providing equitable access to learning and employment opportunities as well as equitable learning and employment outcomes.
- (8) DLI will not tolerate or condone unlawful discrimination, sexual harassment, victimisation or vilification. It provides the following avenues for resolving complaints/ reports of unlawful discrimination, sexual harassment, victimisation and vilification through informal resolution or formal investigation:

- a. Students may make a complaint of discrimination, harassment, victimisation or vilification under the Student Complaint Resolution (DLI) Procedure. Allegations of student misconduct are managed under the Student General Misconduct (DLI) Procedure.
 - b. Staff can make a complaint of discrimination, harassment, victimisation or vilification under the Complaints: Workplace Bullying, Discrimination, Harassment, Victimisation and Vilification (Staff) Procedure.
 - c. DLI is committed to preventing sexual harm and misconduct, including sexual harassment and sexual assault, and provides a framework to effectively respond to reports of sexual harm in accordance with the Sexual Harm and Misconduct Prevention and Response Policy and Procedure. Students, staff, and associates can contact DLI's designated support services about an incident(s) of sexual harm to seek support and/or to make a formal report or complaint via the Sexual Harm and Misconduct Response (DLI) Procedure.
- (9) DLI is dedicated to fostering a diverse, equitable, and inclusive environment by:
- a. **Promoting Diversity:** recognising and valuing differences among individuals, including but not limited to age, cultural background, disability, ethnicity, family responsibilities, gender identity and expression, language, marital or relationship status, parental or carer status, religious belief or activities, sex (including intersex status), and sexual orientation.
 - b. **Ensuring Equity:** providing equal access to opportunities and resources for all members of the community, enabling full participation in all aspects of university life.
 - c. **Facilitating Inclusion:** creating a welcoming environment where all individuals feel respected, supported, and valued, and ensure that policies, practices and programs, including services, facilities and communications are acceptable and inclusive.
- (10) DLI activities are underpinned by the following principles:
- a. **Respect and Dignity:** all people have inherent dignity and the right to be treated fairly.
 - b. **Equal Opportunity:** ensuring that all policies, practices, and procedures work to prevent all forms of discrimination and harassment and promote equal opportunity.
 - c. **Inclusive Practices:** individuals' needs are best met by inclusive practices and individual adjustments where required.
 - d. **Prevention of Misconduct:** everyone has the right to a learning and work environment that is free from discrimination, sexual harassment, victimisation and vilification.
- (11) Roles and Responsibilities
- a. Members of DLI must behave in a fair and equitable way and must not discriminate, sexually harass, victimise or vilify others or request, instruct, induce, encourage, authorise or assist any other person to discriminate, sexually harass, victimise or vilify others.
 - b. Staff with supervisory responsibilities must exercise their leadership and authority to ensure an inclusive learning and work environment that is free from discrimination, sexual harassment, victimisation and vilification.
 - c. Staff, supervisors and panel members who assess academic career progression or achievement must apply and assess achievement relative to opportunity.
 - d. Partner universities will ensure that all programs approved for initial and continuing accreditation comply with the principles for inclusive education.

- e. The DLI Rector will ensure staff members develop accessible and inclusive pedagogies by providing appropriate professional development activities and opportunities.
- f. DLI will support accessible and inclusive learning and work environments including through the provision of services, expertise and communications.
- g. The DLI Rector and DLI Chief Operating Officer are responsible for raising awareness and implementing preventative, responsive and relevant strategies that value diversity, enable access and promote inclusion.

Section 5 - Definitions

(12) For the purpose of this Policy:

- a. **Associate:** Contractors, consultants, volunteers, visiting appointees and visitors to the University.
- b. **Complaint:** An allegation of discrimination, sexual harassment, victimisation or vilification.
- c. **Discrimination:** Unfavourable treatment of a person due to that person's protected attribute, including an attribute that a person has, has had in the past, is presumed to have, or may have in future, and includes direct and indirect discrimination.
- d. **Diversity:** Differences between individuals or groups of people in age, cultural background, disability, ethnicity, family responsibilities, gender identity and expression, language, marital or relationship status, parental or carer status, religious belief or activities, sex (including intersex status) and sexual orientation; diversity may also include other ways in which people are different, such as learning, life experience, work experience and socio-economic background. Acknowledging diversity enables differences to be recognised and valued in the learning environment and workplace.
- e. **Equal opportunity:** Equal access to, and participation in, aspects of public life, including learning and employment.
- f. **Inclusive practices:** Practices that anticipate and accommodate the needs of a diversity of people, minimising the need for adjustments to respond to individual needs, while maintaining quality and other standards
- g. **Sexual harassment:** As defined in Law No. 12 of 2022, sexual harassment includes unwelcome physical, verbal, or non-verbal conduct of a sexual nature that creates an intimidating, hostile, or humiliating environment. This includes sexual advances, requests for sexual favours, and other forms of inappropriate conduct. This definition is broadly consistent with the protections articulated under the UK Equality Act 2010 and the Australian Sex Discrimination Act 1984, both of which prohibit unwelcome conduct of a sexual nature that creates a hostile, intimidating, or offensive environment. In applying this definition, DLI recognises the cultural and religious norms within Indonesia that may influence perceptions of sexual behaviour, boundaries, and interactions.
- h. **Victimisation:** When a person subjects or threatens another person to a detriment (which includes humiliation and denigration) because that other person has made a complaint or been involved in a complaints procedure, or because the first person thinks the other person intends to make a complaint or be involved in a complaint of discrimination, sexual harassment, victimisation or vilification.
- i. **Vilification:** DLI defines racial or religious vilification as engaging in conduct that incites hatred against, serious contempt for, or revulsion or severe ridicule of another person or group of

people for their race and or religion. While Indonesian law does not provide an exact equivalent to vilification, DLI sets behavioural expectations that align with the UK Equality Act 2010 and the Racial and Religious Tolerance Act 2001 (Vic), particularly in relation to incitement of hatred, hostility, or discrimination.

ASSOCIATED DOCUMENTS

These associated documents are available on the [DLI Policy page](#):

- Sexual Harm and Misconduct - Prevention and Response (DLI) Policy
- Sexual Harm and Misconduct Response Policy (DLI) Procedure
- Student General Misconduct (DLI) Procedure
- Complaints: Workplace Bullying, Discrimination, Harassment, Victimization and Vilification (Staff) (DLI) Procedure.

POLICY DETAIL	
Name of policy	Diversity, Equity and Inclusion (DLI) Policy
Approved by	Yayasan Governing Board
Approval date	27 th of February 2026
Date of effect	Upon publication
Version	V1.0
Date of review	Within 12 months of approval.
DLI Approval	Joint Management Committee 26 th of February 2026
Responsible Executive	DLI Rector
Implementation Officer	DLI Chief Operating Officer
Policy/procedure superseded	N/A
Summary	This policy establishes principles for managing diversity, equity and inclusion matters connected to operations and strategy. It ensures compliance with legal, ethical and institutional standards.
Key words for online searching	inclusion, sexual harm, misconduct, complaints, discrimination, harassment.
Category	DLI governance
Target audience	Students, staff, associates