

DOCUMENT TYPE	P	
ADMINISTRATIVE	5	
GOVERNANCE	1	
EQUALITY AND DIVERSITY	5	
NUMBER	003	
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EQUAL OPPORTUNITY POLICY

Purpose/ objectives	To ensure education and employment at La Trobe University conform with the principles of equality, natural justice, and the spirit and intent of anti-discrimination, social inclusion and equal opportunity legislation.
Scope/ Application	<ul style="list-style-type: none"> • All campuses and centres • All activities covered in the Equal Opportunity Act, 1995 (Vic) • All people using University facilities • Official University activities on and off campus
Policy Statement	<p>Personnel policies, procedures and practices must be consistent with human rights, equal opportunity and anti-discrimination legislation and principles</p> <p>Staff will attend training on equal opportunity and equality issues in accordance with the Equality and Diversity Awareness Program Staff Attendance Policy</p> <p>Both sexes are to be represented on all University committees. A baseline target for female staff membership of major Faculty Committees should be not less than 50% female representation, proportional to the individual faculty staffing profile. Faculties are encouraged to consider co-opting additional members onto committees to meet this target if required.</p> <p>A register of women staff and their area of expertise and interests will be made available to committees seeking broader representation of women.</p> <p>Complaints of breaches of this policy can be dealt with through <i>Procedures for Dealing with Complaints of Sexual Harassment, Harassment, Discrimination, Racial and/or Religious Vilification</i></p>
Supporting Procedures	Procedures for Dealing with Complaints of Sexual Harassment, Harassment, Discrimination, Racial and/or Religious Vilification
Responsibility for implementation	Deans Heads of Schools Managers/Supervisors Heads of Units
Responsibility for monitoring implementation and compliance	Manager, Equality and Diversity Centre (safe keeping of relevant records) Pro Vice-Chancellor (Equity and Student Services)
Status	Revised Format and editorial update October 2008. Prior approval Council 2-8-1999. The implementation of the latest version of this Policy supersedes all previous versions.
Key	Pro Vice-Chancellor (Equity and Student Services)

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stakeholders	Manager, Equality and Diversity Centre Equality, Diversity and Wellbeing Committee
Approval Body	Council.
Initiating Body or person(s)	Manager, Equality and Diversity Centre
Definitions	This policy accepts the definitions outlined in related legislation.
Related legislation	Age Discrimination Act 2004 (Cth) Disability Discrimination Act, 1992 (Cth) Equal Opportunity Act, 1995 (Vic) Equal Opportunity for Women in the Workplace Act 1999 (Cth) Racial Discrimination Act, 1975 (Cth) Racial and Religious Tolerance Act (Vic), 2001 Sex Discrimination Act, 1984 (Cth) Victorian Charter for Human Rights and Responsibilities Act 2006 (Vic) Workplace Relations Act, 1996 (Cth)
Related Policy and other documents	Children on Campus Policy Code of Conduct (Staff) Equality and Diversity Awareness Program (EDAP) Staff Attendance Policy Equal Opportunity for Women in the Workplace Plan 2006-2009 Policy for People with Disabilities, Mental Health Issues and/or Ongoing Medical Conditions Policy on Workplace Bullying Student Discipline and Misconduct Regulation 16.1 Staff Misconduct (Enterprise Bargaining Agreement) Work and Family Policy Sexual Harassment, Harassment and Discrimination Policy La Trobe University Equal Opportunity for Women in the Workplace Plan 2006 – 2009

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Owner/Sponsor	Pro Vice-Chancellor (Equity and Student Services)	
Author	Manager, Equality and Diversity Centre	
Contact person	equality@latrobe.edu.au Bundoora and City Albury-Wodonga Campus Bendigo Campus Shepparton Campus Mildura Campus	Telephone (03) 9479 2900 Telephone (02) 6024 9628 Telephone (03) 5444 7410 Telephone (03) 5444 7410 Telephone (03) 5444 7410