

## 3.02 Equal Employment Opportunity Policy Statement

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Page 1 of 1

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**Responsibility for review:** Vice-Chancellor's EEO Advisory Committee

### Rationale and Scope

The University of New England is committed to a policy of equal employment opportunity and freedom from all forms of discrimination as determined by legislation. The University is committed to this policy on the basis that it is fair and just, and contributes to the fulfilment of its strategic vision.

The Vice-Chancellor, assisted by the Employment Equity & Diversity Officer, has overall responsibility for the implementation of an equal employment opportunity program which supports the University's commitment to eliminate discrimination from employment, promotes equality of opportunity and values diversity. It is the responsibility of Pro Vice-Chancellor and Deans, Heads of School and Directors and any other heads of cost centres, to ensure that all staff are aware of the University's equal employment opportunity and affirmative action policies. All managers and supervisors are expected to support and facilitate equal employment opportunity principles and implement the University's Equal Employment Opportunity Management Plan.

In fulfilling this policy the University will comply with state and federal legislation on discrimination, equal employment opportunity and affirmative action and binding international human rights instruments.

### Policy

In fulfilling this policy the University aims to:

- promote the development of a University culture supportive of employment equity and diversity principles;
- provide equal employment opportunities within UNE, identify and remove barriers to participation and progression in employment, and implement an affirmative action program for Equity groups as defined in the legislation, namely women, Aboriginal and Torres Strait Islander peoples, racial, ethnic and ethno-religious minorities, and people with disabilities;
- ensure that appointment and advancement of staff are determined on the basis of merit;
- prevent and eliminate discrimination against staff on the grounds of sex, marital status, pregnancy or potential pregnancy, race or ethnic background, age, carer responsibilities, sexual orientation, disability, political or religious belief or transgender status;
- take active steps to redress any past discrimination through the provision of programs for Equity group members; and
- ensure that all of its management and educational policies and practices reflect and respect the social and cultural diversity contained within the University and the community it serves.

The University expects all staff to act in accordance with this policy.