

 TAYLOR'S	EQUALITY, DIVERSITY AND INCLUSION POLICY	Doc. Ref. : THE-GOV-POLY-EDIP Effective Date : 26 June 2023 Revision : 1.0 Page : 1 of 5
---	---	---

Table of Contents

1.0	Purpose.....	2
2.0	Scope	2
3.0	Definitions and Abbreviations	2
4.0	Policy Statement	3
4.1	Objectives	3
4.2	Roles and Responsibility	4
4.3	Concerns and Grievances.....	4
5.0	Supporting Documents	4
6.0	Related Documents	5
7.0	Document Responsibilities	5
8.0	Approval Details.....	5

 TAYLOR'S	EQUALITY, DIVERSITY AND INCLUSION POLICY	Doc. Ref. : THE-GOV-POLY-EDIP Effective Date : 26 June 2023 Revision : 1.0 Page : 2 of 5
---	---	---

1.0 Purpose

The policy sets out Taylor's commitment towards equality, diversity and inclusion for all students and staff where they have the opportunity to fulfil their potential, which is aligned with the Taylor's Core Purpose and Core Values.

2.0 Scope

This policy applies to all Taylor's students and staff including applicants for study and employment.

3.0 Definitions and Abbreviations

ACRONYM / TERM	DETAILS / EXPLANATION
Discrimination	Discrimination refers to the unjust or prejudicial treatment of individuals or groups based on the nine (9) characteristics stated in this policy. It involves treating people less favourably or denying them equal opportunities, rights, or privileges based on these characteristics, without any legitimate or justifiable reason. Discrimination can manifest in various forms, including but not limited to, overt acts of bias, stereotypes, prejudice, exclusion, harassment, or systemic and institutional practices that perpetuate unequal treatment. It is an infringement upon the principles of equality, fairness, and human rights, and can have significant negative impacts on individuals and society.
Diversity	Diversity encompasses more than recognition or tolerance of differences. It entails comprehending, valuing, and embracing those differences, while also fostering mutual respect for unique qualities and experiences that may differ from the majority.
Equality	Equality involves ensuring that individuals or groups are not subjected to unfair treatment based on the nine (9) characteristics stated in this policy. It aims to promote equal opportunities for employment, education, training and development, career advancement, and other areas, without any form of direct or indirect discrimination or biased judgments, whether conscious or unconscious.
Harassment	Harassment includes any verbal, written, or physical conduct that is known or should reasonably have been known to be unwelcome, inappropriate, or offensive. Such conduct demeans, humiliates, threatens, or violates the dignity of an individual, creating an intimidating, hostile, or offensive environment. This can cause physical, mental, or emotional distress, affecting the staff and students' performance, academic journey and social well-being at Taylor's.

 TAYLOR'S	EQUALITY, DIVERSITY AND INCLUSION POLICY	Doc. Ref. : THE-GOV-POLY-EDIP Effective Date : 26 June 2023 Revision : 1.0 Page : 3 of 5
---	---	---

	<p>The following conduct or behaviour would constitute harassment, which is not exhaustive:</p> <ul style="list-style-type: none"> insulting behaviour or comments (verbal or written); verbal, written or physical abuse, threats and assaults; derogatory remarks, slurs, epithets or language; unacceptable, annoying or unwanted nicknames or negative stereotyping; racist, pornographic or otherwise offensive signs, images, pictures or materials displayed; coercion, unwelcome demands, invitations or requests of a sexual nature; lewd, leering, obscene or suggestive gestures; unwanted or inappropriate physical contact that is non-consensual, such as kissing, pinching, stroking, fondling, patting, touching and brushing up against a person; derogatory or offensive pranks and practical jokes; isolation or exclusion of a person from others; bullying and victimization, for example, unreasonable and persistent criticism or humiliation, and; inappropriate inquiries or comments about a person's sex life, religious or cultural norms, sexual orientation, family background, source of income or lifestyle.
Inclusion	Inclusion is characterized by a feeling of belongingness, where individuals experience respect and value for their contributions. It involves receiving a certain level of support and commitment from others, enabling individuals to strive for their best in both work and study environments.
Taylor's	Taylor's refers to both Taylor's University and Taylor's College

4.0 Policy Statement

Taylor's is dedicated to upholding respect and equitable treatment for all individuals. Taylor's is committed to eliminating discrimination and actively promoting equal opportunities, while ensuring fairness within the laws of the country.

4.1 Objectives

4.1.1 Taylor's strives to ensure that every member of its community is free from unlawful discrimination based on the following nine (9) characteristics:

- Age
- Gender
- Disability and mental health
- Race
- Religion and belief

 TAYLOR'S	EQUALITY, DIVERSITY AND INCLUSION POLICY	Doc. Ref. : THE-GOV-POLY-EDIP Effective Date : 26 June 2023 Revision : 1.0 Page : 4 of 5
---	---	---

- f) Sexual orientation
- g) Marriage and civil partnership
- h) Refugee and asylum seekers
- i) Pregnancy and maternity

- 4.1.2 Taylor's is committed to integrating equality, diversity, and inclusion (EDI) into all its functions, operations, and activities to the best of its abilities.
- 4.1.3 Taylor's shall promote awareness and provide reasonable support to staff and students in fulfilling their responsibilities related to equality, diversity, and inclusion.
- 4.1.4 Taylor's strictly prohibits any conduct or behaviour that may constitute harassment motivated by the nine (9) characteristics stated in clause 4.1.1. Those found guilty of such conduct towards staff or students will face disciplinary action.

4.2 Roles and Responsibility

- 4.2.1 The EDI Officer appointed by the Chief Operating Officer is responsible for overseeing the policy implementation and improvement supported by the Employee Welfare Committee and the Student Welfare Committee.
- Refer to the University Governance Policy – Committees Supporting Operations and the College Governance Policy for more information on the committees' terms of reference and memberships.
- 4.2.2 All staff and students are responsible to adhere to this policy and apply it in their daily work and activities. They shall promote equality and eliminate discrimination based on the nine (9) characteristics stated. Any instance of discrimination or harassment by a staff member or student will be treated with utmost seriousness and may lead to disciplinary action being taken.

4.3 Concerns and Grievances

- 4.3.1 If a member of staff feels that they have been bullied, harassed or discriminated against, they may contact Human Resources (HR) and it shall be managed in accordance with relevant HR policy and procedure/process.
- 4.3.2 If a student feels that they have been bullied, harassed or discriminated against, they may raise a complaint via Student Welfare and it shall be managed in accordance with relevant policy and procedure/process.

5.0 Supporting Documents

<u>Document Reference</u>	<u>Document Title</u>
THE-ACA-POLY-STUAD	Student Admissions Policy
THE-STU-POLY-STUMH	Student Mental Health Policy
THE-STU-POLY-SSPN	Student with Special Needs Policy

 TAYLOR'S	EQUALITY, DIVERSITY AND INCLUSION POLICY	Doc. Ref. : THE-GOV-POLY-EDIP Effective Date : 26 June 2023 Revision : 1.0 Page : 5 of 5
---	---	---

THE-ACA-POLY-STUD

Student Disciplinary Policy

THE-SWD-BPD-SWIM

Student Welfare Incident Management

6.0 Related Documents

Document Reference

Document Title

THE-STU-POLY-SSMP

Student Social Media Policy

THE-ACA-POLY-STUA

Student Appeals Policy

THE-EHS-POLY-ENHESA-10.5

Environmental Health and Safety Policy

THE-FEHSSA-BPD-ERMGT

Emergency Response Management Process

THE-CC-BPD-COMPLAINTS

Manage Customer Complaints

TEG-GHR-P-14

Code of Conduct and Ethics

TEG-GHR-P-16

Grievance Handling Policy

Taylor's Education Group – Whistleblower Policy

7.0 Document Responsibilities

Taylor's University

Taylor's College

Policy Owner

:

Vice-Chancellor

Campus Director

Policy Delegate

:

Chief Operating Officer

8.0 Approval Details

Taylor's University

Taylor's College

Approving Authority

:

Executive Management
Committee

Executive Management
Committee

Approval Date

:

15 June 2023

26 June 2023