

Equity, Diversity and Inclusion Policy

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Related Documents	Australian Federal Police Diversity and Inclusion Strategy 2023-26 Australian Federal Police Health and Wellbeing Strategy 2018-2023 AIPM Grievances, Complaints and Appeals Policy and associated Procedure AIPM Sexual Harassment and Sexual Assault Policy and associated Procedure AIPM Student Charter AIPM Student Misconduct Policy and Procedure

1. Purpose

- 1.1 The Australian Institute of Police Management (AIPM) recognises the rights of all students and staff to an environment where equality of opportunity, inclusion and diversity are valued, promoted and practised. It is expected that students and staff, regardless of background or intrinsic characteristics, are able to participate fully in AIPM activities and will feel that their contribution is welcomed, valued and supported.
- 1.2 The Equity, Diversity and Inclusion Policy (the policy) outlines the social, ethical and behavioural standards expected at the AIPM as part of the AIPM's core values.
- 1.3 Staff and students are expected to comply with all relevant AIPM policy and legislation on equity, diversity and anti-discrimination, including for students responsibilities as set out in the [Student Charter](#).
- 1.4 Students are also referred to the Australian Federal Police (AFP) Diversity and Inclusion Strategy 2023-26 <https://www.afp.gov.au/news-centre/publications/diversity-and-inclusion-strategy-2023-26> which sets out the AFP's diversity and inclusion priorities and outcomes including the expectation that the principles of diversity and inclusion are integrated into day-to-day practice and everyone takes equal ownership and accountability for achieving the objectives in the strategy.
- 1.5 In seeking to ensure diversity, fairness, social justice and the ethical treatment of others, this policy addresses:

- equal opportunity and equity
- diversity and inclusion in educational and workplace environments
- discrimination, bullying and harassment.

2. Scope

- 2.1 This policy applies to all staff (refer [Definitions](#)), students and visitors to the AIPM.
- 2.2 Matters relating to sexual harassment and sexual assault are to be dealt with in accordance with the [Sexual Harassment and Sexual Assault Policy](#) and supporting [Procedure](#) and in accordance with Australian Federal Police and home jurisdiction policies.

3. Policy Principles

- 3.1 The AIPM is committed to a culture where the principles of diversity and inclusion are integrated into the Institute's everyday activities.
- 3.2 All AIPM interactions including virtual, digital, in person and/or via social media accounts (professional or personal) must be respectful and abide by the expectations outlined in this policy.
- 3.3 The AIPM is a secular and non-political organisation. The AIPM reserves the right to express its values and principles within its mission statements and through its strategic goals.
- 3.4 The AIPM aims to provide an environment fostering equality and fairness; respecting and valuing diversity as an asset to the AIPM and the wider community.
- 3.5 The AIPM supports and encourages rational and rigorous research, discussion, critical enquiry and public discourse in a respectful, open-minded and generous spirit. This is underpinned by the AIPM's commitment to free enquiry and the pivotal importance of the pursuit of knowledge.
- 3.6 The AIPM acknowledges that historic and ongoing disadvantage has created barriers to access and progression for some groups in the community and will work to become part of the solution to this inequality.
- 3.7 The AIPM will give specific consideration to the recruitment, admission, participation and completion of Aboriginal and Torres Strait Islander peoples.
- 3.8 The AIPM will ensure that access to learning resources does not present unexpected barriers, costs or technology requirements for students, including for students with special needs and those who study off campus, where practical.
- 3.9 Discrimination, harassment and bullying are not tolerated by the AIPM.

4. Policy Statements

Standards of Behaviour

- 4.1 Members of the AIPM community should contribute to a productive, ethical, safe and equitable campus and learning environment by:
 - 4.1.1 Recognising their individual role in contributing to and maintaining a respectful and inclusive culture.

- 4.1.2 Using available resources and educational opportunities to improve awareness and understanding of diversity and inclusion matters.
- 4.1.3 Treating others fairly, with dignity and respect and without discrimination.
- 4.1.4 Avoiding any behaviour that could constitute bullying, harassment or vilification.
- 4.1.5 Attempting to resolve any issues of concern as early as possible in a respectful and courteous way.
- 4.1.6 Seeking advice if they do not understand any aspect of this policy.
- 4.1.7 Reporting any behaviour that is in breach of this policy.

Freedom of Expression — Rights and Responsibilities

- 4.2 The AIPM community is free to express and discuss political, religious, cultural and related beliefs and ideas in accordance with relevant legislation.
- 4.3 The AIPM requires that personal views and beliefs expressed by AIPM community members be identified as such and are not represented as the views of the AIPM. The AIPM does not implicitly or explicitly make any endorsement by permitting the expression of these beliefs. AIPM community members are expected to use social media appropriately and responsibly, consistent with the expectations and requirements contained in legislation and the AIPM rules and policies.
- 4.4 The AIPM reserves the right to exercise control over material disseminated through AIPM outlets (including websites, emails, publications or public displays) if judged to be in breach of this policy.

Equality, Equity and Inclusion

- 4.5 The AIPM will take a proactive approach to equality and equal opportunity by:
 - 4.5.1 Providing access to under-represented equity target groups to improve representation with regard to education and employment.
 - 4.5.2 Promoting work practices that support the needs of all staff, recognising the value of a diversity of backgrounds and perspectives.
 - 4.5.3 Providing a learning environment in which teaching materials, learning activities, learning spaces and assessments are accessible for all students.
 - 4.5.4 Promoting work and study practices that recognise and value a diversity of backgrounds and perspectives.
 - 4.5.5 Promoting diversity on the AIPM employment, assessment, review and disciplinary panels.
 - 4.5.6 Promoting the AIPM's values and expectations of behaviour through policy, procedure, leadership and practice.
 - 4.5.7 Monitoring and reporting the AIPM's equity performance against identified priorities, the AFP Diversity and Inclusion Strategy measures, and legislative requirements where relevant.

- 4.6 The AIPM will consult with students with a disability who may require adjustments and, where possible and reasonable, make such adjustments to facilitate equitable access and learning.
- 4.7 The AIPM staff and job applicants may also request reasonable adjustments.

Discrimination, Vilification, Victimisation, Bullying and Harassment

- 4.8 The AIPM will address identified incidents of discrimination, vilification, victimisation, bullying and harassment on grounds specified under relevant state and federal anti-discrimination, workplace, and work health and safety legislation including where relevant, the jurisdictional liaison officer.
- 4.9 Discrimination occurs when a person is treated less favourably than another person or group because of characteristics (or combinations of characteristics), including but not limited to:
- age
 - pregnancy, potential pregnancy or breastfeeding
 - family or carer responsibilities
 - disability or impairment
 - political or religious beliefs
 - marital or relationship status
 - race, colour, descent, nationality, ethnic, ethno-religious or national origin
 - sex, gender, sexual orientation or preference or transgender status.
- 4.10 Bullying behaviour, as defined in this policy, can be manifested verbally, physically and/or through body language and can take the form of action or lack of action. Examples of bullying behaviour may include:
- abusive, insulting or offensive language or comments
 - aggressive and intimidating conduct
 - belittling or humiliating comments
 - being subjected to practical jokes
 - unjustified criticism
 - deliberately excluding or isolating staff, students or other members of the AIPM community.
- 4.11 Under work, health and safety legislation, all AIPM staff must take reasonable care to ensure that their behaviour does not adversely affect the health and safety of others in the workplace or while undertaking work activities, irrespective of the location.

Appropriate Personal Relationships and Conflicts of Interest

- 4.12 High professional and ethical standards are essential to the pursuit of good practice in teaching, learning and research. The AIPM recognises that there is an inherent imbalance of power between staff and students and, often, between staff members.
- 4.13 While the AIPM does not intervene in consensual personal relationships between adults, it is acknowledged that relationships between colleagues, or between staff and students, may be problematic due to such power imbalances.
- 4.14 Intimate relationships between staff and students are strongly discouraged particularly where they could:

- harm the learning and research environment of that student and potentially other students
 - compromise the academic integrity of all parties, including the AIPM.
- 4.15 Any issues of harassment that may arise as a result of an imbalance of power (or for any other reason) will be addressed under this policy.
- 4.16 Where relationships occur (or the breakdown of such relationships) they may result in either real or potential unfair advantage or disadvantage. All personal relationships as described in this policy are considered a conflict of interest and must be disclosed to the relevant AIPM line manager.

Complaints and Policy Breaches

- 4.17 Students who wish to make a complaint against the AIPM, its staff or its students should do so in line with the AIPM [Grievances, Complaints and Appeals Policy and associated Procedure](#); both also contain advice on how to lodge a complaint through the AFP Complaints process or through the National Student Ombudsman.
- 4.18 The AIPM may take action under the scope of this policy, against those who are found to have been in breach of this policy, if relevant, in consultation with the jurisdictional liaison officer and with reference to the AFP Diversity and Inclusion Strategy expectations of staff behaviour.
- 4.19 Breaches of this policy that constitute unlawful behaviour under state and/or federal legislation, may be managed and handled by the relevant external authorities.
- 4.20 The AIPM reserves the right to undertake its own investigation (on the basis of a balance of probabilities) that may be in addition to any external proceedings.
- 4.21 The AIPM may take such steps identified as necessary to dissociate itself from the actions, statements and claims of any person or group that are inconsistent with the provisions of the AIPM's values, this policy and other policies.

5. Definitions

Bullying is repeated and unreasonable behaviour (intimidation, undermining, and humiliation) directed towards an individual or group of individuals in a manner that creates a risk to the health, well-being and/or safety of the individual or community. Standard performance evaluation and reasonable management actions and requirements are not considered a form of bullying.

Discrimination is bias, unjust or prejudicial treatment of individuals or groups on the basis of certain characteristics or grounds. The AIPM acknowledges that discrimination can be direct (treating people less favourably because of physical characteristics or group associations, for example) or indirect (where a practice or policy gives the appearance of neutrality, but unreasonably impacts or disadvantages a particular group of people) or a combination of any of the above.

Equity target groups at the AIPM include but are not limited to:

- students from low socioeconomic status (low SES) backgrounds
- students with a disability
- students from non-English speaking backgrounds
- students from rural or isolated areas

- women in non-traditional areas of study
- Indigenous Australians (Aboriginal and Torres Straits Islander peoples).

Equity strategies may also target people with disability or accessibility requirements, people from identified cultural groups, members of the LGBTIQ+ community and women in fields or at levels of seniority where they are under-represented.

Harassment is a form of discrimination and means any unwelcome, offensive, abusive, belittling or threatening behaviour that humiliates, offends or intimidates another person or group of people on the basis of race, religion, nationality, gender or gender status, sexual orientation or any other grounds specified under anti-discrimination legislation. This is in addition to and consistent with the definitions outlined under the [Sexual Harassment and Sexual Assault Policy](#) which includes the definition of sexual harassment.

Staff includes continuing, fixed-term, casual, affiliate and visiting staff associated with the learning, teaching and scholarly activities of the AIPM.

Student applies to currently enrolled students, and for the purposes of this policy, the term student also includes a person who has:

- recently completed the requirements of the program
- withdrawn temporarily from the program through approved deferment
- withdrawn from the program
- been admitted to the program but has no active enrolment in units in a particular semester.

Victimisation is subjecting or threatening to subject a person to some form of detriment because they have:

- lodged or proposed to lodge a complaint of discrimination or harassment
- provided information or documents to an internal investigation or an external agency
- attended a conciliation conference
- reasonably asserted their rights, or supported someone else's rights, under federal anti-discrimination laws
- alleged that a person has acted unlawfully under federal anti-discrimination laws.

Vilification is the public incitement of hatred, contempt or ridicule of another person on the basis of certain characteristics or grounds.

REVISION HISTORY				
Version	Endorsed By	Approved By	Approval Date	Description of changes
1.0	ELCAC	AGB	1.7.23	New document.
1.1	N/R (minor)	DAP on behalf of AGB	31.10.23	Minor revision to include reference to AFP and jurisdiction policies.
1.2	N/R (minor)	DAP on behalf of AGB	24.4.25	Minor revision to expand reference to relevant AFP policy/strategy