



St Andrew's College

Diversity and Inclusion Policy

Policy developed by the St Andrew's College community
Policy authorised by St Andrew's College Council.

Policy reviewed January 2023
Date to be reviewed January 2024

Diversity and Inclusion Policy

St Andrew's College is committed to fostering, cultivating and preserving a culture of diversity and inclusion. This policy covers all College members; staff and students.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that members of our community invest in St Andrew's College represents a significant part of our culture and our reputation.

We embrace and encourage our members' differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our members unique.

St Andrew's College seeks to maintain and strengthen gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all members.
- Teamwork and participation, permitting the representation of all groups and perspectives.
- Member contributions to the St Andrew's community and Australian community to promote a greater understanding and respect for the diversity.

All members of the St Andrew's Community have a responsibility to treat others with dignity and respect at all times. All members are expected to exhibit conduct that reflects inclusion at all times, on or off the St Andrew's College Precinct. All members are encouraged to attend diversity awareness training to enhance their knowledge to fulfil this responsibility.

Any member found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action.

Members who believe they have been subjected to any kind of discrimination that conflicts with the College's Diversity and Inclusion Policy and initiatives are encouraged to seek support and assistance. Please refer to the [St Andrew's College Policies and Procedures](#) page for more information.