

ANTI-DISCRIMINATION POLICY

Approved	Council/Academic Board
Approval Date(s) (from most recent)	10/02/2017, 16/02/2011, 10/06/2009, 09/03/2009
Date for Review (no more than five years from last approval)	2017
Responsible Officer	Dean
Author(s) and Role(s) from most recent	Diane Speed (Dean)
Related Documents (explicitly cross-referenced)	NSW Anti-Discrimination Act of 1977
Higher Education Standards (2021)	2.2, 2.3, 3.4
National Code (2018) (if directly relevant)	6.1, 6.8, 6.9, 10.1

The SCD notes the provisions of the NSW Anti-Discrimination Act of 1977, as at 1 January 2009, which are expressed in relation to the following areas of possible discrimination:

- Racial Discrimination
- Prohibition of Sexual Harassment
- Sex Discrimination
- Discrimination on Transgender Grounds
- Discrimination on the Ground of Marital or Domestic Status
- Disability
- Discrimination on the Ground of a Person's Responsibilities as a Carer
- Discrimination on the Ground of Homosexuality
- Compulsory Retirement from Employment on the Ground of Age
- HIV/AIDS Vilification
- Age Discrimination

and under the following further headings:

- Other Unlawful Acts
- General Exceptions to This ACT

Under 'General Exceptions to This Act', 'Religious Bodies', SCD notes the following advice, which is relevant to its operations:

Nothing in this Act affects:

- (a) the ordination or appointment of priests, ministers of religion or members of any religious order,*
- (b) the training or education of persons seeking ordination or appointment as priests, ministers of religion or members of a religious order,*
- (c) the appointment of any other person in any capacity by a body established to propagate religion, or*
- (d) any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion.*

Except insofar as the matters under ‘General Exceptions to This Act’, ‘Religious Bodies’, pertain, SCD accepts and endorses the provisions of the Act. In particular, SCD will:

- practise open admission for students, using an Application for Admission Form that does not restrict the possibility of admission to its programs of study by exercising any discrimination as defined in the Act; and
- encourage the use of inclusive language by staff and students.

SCD will also strive to meet the requirements of all other Commonwealth and State Anti-Discrimination legislation as announced from time to time.

RELATED DOCUMENTS

Application for Admission Form
Staff Grievance Policy
Student Disability Policy
Student Grievance Policy and Procedures
Student Support and Welfare Policy