



## Equality and Diversity at La Trobe University

### Women in the Workforce Analysis

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Each year the Equality & Diversity Centre (EDC) provides a report to the Equal Opportunity for Women in the Workplace Agency.

This report includes:

- numbers of men and women employed at various levels of general and academic staff employment;
- numbers of men and women working in part-time and higher duties jobs;
- current women's employment issues;
- female staff promotion data;
- flexible work options;
- gender pay equity analysis
- employment conditions; and
- an overview of discrimination and harassment complaints received in the previous year.

For further information on Women in the Workplace follow the links from the EDC website.

### Did you know?

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La Trobe University has received the prestigious Employer of Choice for Women Award every year since 2001.

### People with Disabilities

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The University is committed to equal opportunity for people with disabilities.

In accordance with the Disability Discrimination Act 1992 (Cth) and the Equal Opportunity Act 1995 (Vic) the University will take all reasonable steps to accommodate the needs of staff and students with a disability.

The University has developed a Disability Action Plan, which sets out the University's responsibilities in the following areas:

- selecting, admitting and enrolling students with a disability;
- teaching and assessment of students with a disability;
- provision of physical access, facilities and services;
- employment of staff with a disability.

All staff should familiarise themselves with the Disability Action Plan, follow the links from the EDC website.

### University Disability Liaison Officers:

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Bundoora:	Ph 03 9479 2900
Bendigo/Shepparton:	Ph 03 5444 7941
Albury-Wodonga:	Ph 02 6055 9628
Mildura:	Ph 03 5022 3629

### Grounds for Unlawful Discrimination

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- Age
- Breastfeeding
- Disability/Impairment
- Gender identity
- Industrial activity
- Lawful sexual activity
- Marital Status
- Parental or carer status
- Personal association with someone with one to these characteristics
- Physical appearance
- Political belief or activity
- Employment Activity
- Pregnancy
- Race, nationality or ethnic origin
- Religious belief or activity
- Sexual
- Sexual orientation

If you think you have experienced harassment or discrimination you can contact the Equality & Diversity Centre for information and assistance:

Bundoora:	Ph 9479 2900
Bendigo/Shepparton/Mildura:	Ph 5444 7941
Albury-Wodonga:	Ph 6055 9628

You can also contact Harassment and Discrimination Contact Officers on your campus or area by following the links from the EDC website.

## Equality and Diversity at La Trobe University

### Student Equity at La Trobe

Student Equity principles address the needs of students from educationally disadvantaged backgrounds. The following groups of students are designated as 'equity groups' by the Department of Education, Employment and Workplace Relations (DEEWR):

- Indigenous Australians
- Regional students
- Remote area students
- Students with a disability or long term medical condition
- Students from low socio-economic background
- Students from a non-English speaking background

There are special entry programs available to these groups of students which acknowledge the disadvantages they may have experienced in their high school education. Information about these entry programs is available at [www.latrobe.edu.au/access](http://www.latrobe.edu.au/access)

Student equity outreach programs encourage these students to aspire to higher education and gain a place in the University. Equity support strategies assist these students to remain in their programs of study.

### Equity Update

Each year the Equality & Diversity Centre provides a report to each Faculty and each Campus which analyses the recruitment, retention and study success of students from equity groups. If you would like a copy of this report for your Faculty and/or Campus please email: [equality@latrobe.edu.au](mailto:equality@latrobe.edu.au)

### Funding for Student Equity Projects

Each year the Equality & Diversity Centre offers grants up to \$15,000 for Faculties and Administrative areas to research or introduce initiatives which assist in attracting or retaining students from equity groups.

For more information on the HEESP grants follow the links from the EDC website.

### Cultural Diversity

To establish an environment where diversity is genuinely valued, equity needs to be embedded into the core business of each working area within the university. A culturally inclusive environment requires mutual respect, effective relationships, clear communication, explicit understandings about expectations and critical self-reflection. For more information on culturally inclusive services, practice, communication and inclusive curricula go to <http://www.latrobe.edu.au/cdip/> and also to [www.latrobe.edu.au/teaching](http://www.latrobe.edu.au/teaching) and follow the links.

### Equal Opportunity Policies at La Trobe

The following policies can be accessed from the EDC website:

- Equal Opportunity Policy
- Equality and Diversity Awareness Program
- Staff Attendance Policy
- Sexual Harassment, Harassment and Discrimination Policy
- Children on Campus Policy
- Work and Family Policy
- Policy for People with Disabilities, Mental Health Issues and/or Ongoing Medical Conditions

