Diversity and Inclusion Policy

Policy Category	Corporate		
Document Owner	Vice-Chancellor (students) Vice President		
Responsible Officers	Vice President, Student Administration (students)		

Version	Endorsed by	Authorized by	Approved	Effective Date
1.0	Executive Group	President	August 1st 2013	August 15th 2018

1. Introduction

Eton University is proud of the diversity of its communities. The University acknowledges that this diversity enriches the community and makes the achievement of its vision possible.

The University upholds the principles of equal opportunity, inclusion, fair treatment, respect for all persons and integrity; and aims to produce future leaders committed to social justice and the pursuit of human rights.

2. Definitions

University community: students, staff members, agents, alumni, officers, and other people who are formally involved in a University-related activity, regardless of the location of that activity.

Disadvantaged and underrepresented groups: include, but are not limited to, the following:
- people from lower socio-economic backgrounds
- people from war-affected countries
- people with disabilities and/or medical conditions
- people from remote, rural or isolated areas
- people who are the first in their family to attend a university or other higher educational institution

3. Scope

This policy applies to all members of University community.

4. Principles

Eton University:

- recognizes that a diverse, inclusive and collaborative culture is crucial to achieving excellence in research, scholarship, and teaching, and promoting exceptional experience for student and staff.
- adheres to the principles of equal opportunity and anti-discrimination legislation as well as relevant employment laws
- is committed to promoting equal opportunity, inclusion and social justice among its students, staff, and immediate community where its campuses are located. Initiatives are aimed at:
1. implementing an inclusive agenda which covers research, scholarship, and learning & teaching
2. increasing opportunities for genuine participation for staff and students from disadvantaged and underrepresented groups
3. applying the principles of an inclusive curriculum in course design, review, approval and delivery

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4. creating campus and online environments that are as accessible as possible, with facilities that are appropriate to, and respect the inclusion of, the diversity of current and future community members, and

5. implementing systematic reviews to inform improvements directed at further enhancing access and the experience of students and staff members who come from disadvantaged and underrepresented groups.

- will respond appropriately to issues of unlawful discrimination and harassment in line with the provisions of the Student Conduct Policy, and other relevant policies, procedures and legislation.

5. Responsibilities

5.1 The University community must:

- respect all members of the University community and behave in a manner that is inclusive, and reflective of the University's commitment to diversity
- ensure the absence of unlawful discrimination, harassment, and violence, and
- comply with the provisions of the Student Conduct Policy, Staff Code of Conduct, Staff Fair Treatment Policy and Equal Opportunity Policy and other relevant policies, procedures and legislation.

5.2 The University will:

- provide support to staff and students to reduce or remove diversity-related barriers provided that it does not impose unjustifiable hardship on the University or diminish the academic standards and integrity of University courses
- provide information and support (including training as required) for all staff to ensure an acceptable level of knowledge about diversity and inclusivity exists
- **for students:**
  1. monitor and use data on the participation, progress and completion of students from disadvantaged or underrepresented groups
  2. make orientation programs and support services available
  3. provide campus and/or online environments that are accessible to as broad a range of students as possible

5.3 The University executive leadership must:

- cultivate a culture that embraces equity and inclusion in employment, education and research
- continue to review and if necessary, improve student admission and progression practices to prevent bias and discrimination.

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