

FACULTY OF BUSINESS AND LAW

DIVERSITY POLICY

The Faculty of Business and Law values and celebrates the diversity of its staff and students, including their ethnicity, language, value systems, gender, age, sexual orientation, disabilities, class and religious differences. Enriched by this diversity in our everyday teaching, research and collegial interactions, the Faculty is committed to protecting its diversity through its policies, procedures and actions

The Faculty seeks to create a collegial and harmonious community, where difference is valued; diverse views, beliefs and values are accepted; where culturally-different learning styles are recognized; and where racisms and prejudice are explicitly rejected.

Our commitment to diversity means that the Faculty ensures equity and access for all students, including Aboriginal and Torres Strait Islander students; has an international focus in its curriculum and student recruitment, reflected in a student body from a range of countries; and recognizes both the challenges and significant benefits that diversity brings to teaching and learning and research.

Valuing diversity informs all our activities, policies and procedures, including our research; administration and recruitment of staff and students.

For teaching and learning, the Faculty:

1. promotes critical and open reflection on cultural difference
2. supports students from diverse backgrounds, recognising that the Faculty's objectives of access and equity policies require proactive support for students with different needs
3. adapts its curriculum to different pedagogical and learning styles, especially for international students and students from non-English speaking backgrounds
4. internationalises its curriculum, providing an understanding of different societies and their implications for Australia
5. provides training, resources and support for academic staff in developing diversity in their teaching and learning
6. values and celebrates in the classroom the personal, economic, social and national benefits of diversity
7. ensures that sexist, racist and inappropriate language, values and opinions are managed in the classroom

For research, the Faculty:

1. creates a supportive and collegial culture for academic staff from diverse backgrounds
2. develops through the Faculty's Institute and Centre international and culturally diverse linkages
3. ensures that our research is open, rigorous and free to investigate all topics while recognising cultural differences

For the administration and recruitment, the Faculty:

1. recruits academic and administrative staff from diverse backgrounds
2. recruits female academics, especially at the senior academic levels, to ensure gender balance
3. ensures research, teaching and learning and administration occurs in a inclusive and supportive environment that values, protects and acknowledges diversity
4. provides support to ensure that all staff have competencies and knowledge of diversity