

Version No.	Approved By	Approval Date	Effective Date
1.0	President & BOT	January 2026	Fall 2026/2027
SCOPE	This policy applies to all members of the University community, including:		
	• Students • Faculty • Staff • Administrators • Researchers • Visiting scholars • Contractors, consultants, and volunteers when engaged in university activities The policy applies to all University operations, including admissions, employment, teaching, learning, research, student services, campus activities, and University-sponsored events.		
TERMS, DEFINITIONS AND ABBREVIATIONS	AU: Australian University or the University.		
POLICY PROVISIONS			

1. The University values diversity in all its forms and is committed to maintaining an environment that is free from discrimination, harassment, bullying, and retaliation.
2. The University shall provide equal access to educational and employment opportunities and shall make decisions based on merit, qualifications, and institutional needs, consistent with applicable laws and University policies that adhere with the national rules and regulations as manifested by Ministry of Higher Education and the Private Universities Council.
3. University encourages the exchange of diverse perspectives and promotes a culture of mutual respect, collaboration, and belonging.

4. Guiding Principles

The University is committed to:

- Promoting equal opportunity for all members of the University community.
- Respecting the dignity and worth of every individual.
- Fostering an inclusive environment where diverse perspectives are welcomed.
- Providing equitable access to education, employment, research, and campus resources.
- Encouraging diversity in leadership, governance, and decision-making.
- Maintaining a campus climate based on civility, professionalism, and mutual respect.

5. Responsibilities

University Leadership

5.1 University leadership shall:

- Promote diversity and inclusion as institutional priorities.
- Allocate appropriate resources to support diversity initiatives.
- Ensure compliance with applicable laws and University policies.

Academic and Administrative Units

5.2 Deans, directors, department chairs, and supervisors shall:

- Foster inclusive learning and working environments.
- Promote equitable recruitment, hiring, evaluation, and advancement practices.
- Address concerns related to discrimination or exclusion promptly and appropriately.

Faculty and Staff

5.3 Faculty and staff are expected to:

- Treat students and colleagues with fairness, dignity, and respect.
- Promote inclusive teaching, research, and professional practices.
- Contribute to a welcoming and respectful campus environment.

Students

5.4 Students are expected to:

- Respect the rights and dignity of others.
- Contribute positively to an inclusive campus culture.
- Comply with University policies regarding respectful conduct.

6. Reporting and Resolution

6.1 Members of the University community who believe they have experienced discrimination, harassment, or exclusion are encouraged to report their concerns through established University procedures.

6.2 The University shall:

- Review reports promptly and fairly.
- Protect the confidentiality of participants to the extent permitted by law.
- Prohibit retaliation against individuals who report concerns or participate in investigations in good faith.
- Take appropriate corrective action when policy violations are substantiated.

7. Education and Awareness

The University shall promote diversity and inclusion through ongoing education and professional development, including:

- Orientation programs for students and employees.

- Workshops on inclusive teaching and leadership.
- Training on discrimination prevention and respectful workplace practices.
- Programs that celebrate cultural diversity and encourage intercultural understanding.