

Diversity and Inclusion Policy

Scope

This policy covers all employees of Atwea College, volunteers, contractors, and work placement participants.

Purpose

The policy defines Atwea's commitment to fostering a diverse and inclusive workplace where all employees feel valued, safe, respected, and supported.

This policy incorporates:

- Promotion of equal opportunity across employment and workplace participation;
- preventing and addressing discrimination, harassment, bullying, vilification, and victimisation in any form;
- supporting an environment where individuals are treated with dignity and respect, and differences are welcomed and recognised;
- building inclusive leadership and shared accountability, where all staff have a role in fostering an inclusive workplace culture; and
- meeting relevant legal and regulatory obligations related to workplace rights, equal opportunity, and anti-discrimination.

Definitions

Diversity:	encompasses the range of differences that make individuals unique, including but not limited to race, ethnicity, gender, sexual orientation, age, disability, religion, nationality, and socioeconomic status.
Inclusion	involves creating a work environment that respects and values these differences, actively seeks out diverse perspectives and ensures that all employees have equal opportunities to contribute.

Policy

Atwea is committed to supporting a workplace where all employees feel valued, respected, supported and accommodates as much as is reasonably practicable their individual differences and values.

Related documents, forms, and legislation

PC-PO-023 Employee Code of Conduct

GV-PO-011 Bullying and Harassment Policy

PC-PO-024 Equal Opportunity Policy

PC-PO-001 Recruitment and Selection Policy

PC-PO-025 Atwea Diversity Statement

Review

This policy review period is every two(2) years

Policy Owner	People and Culture Manager		
Approval Authority	Chief Executive Officer		
Date of Endorsement	2/4/2026	Next Review Date	2/4/2028