

## Cromwell College Students Association Equity Policy

The Cromwell College Students Association aims to create an environment that supports, reflects and promotes equitable and inclusive behaviours and practices, and respects individuals and groups of people. We would like to ensure that all people included or associated with Cromwell College feels confident that they are accepted into a safe and friendly environment.

This policy applies without exception to all Members of the Cromwell College Students Association, students, associates, Administration or staff member, guest or any other capacity not mentioned.

The Executive of the Students Association understand that it is their responsibility to promote an environment free from both direct and indirect discrimination or harassment, and to maintain a standard where rights, integrity and respect is held for all persons. The Executive are committed to maintain a policy that ensures any person is not subjected to behaviours, practices or processes that may constitute discrimination, harassment, vilification or victimization based on an attribute.

Attributes that may constitute such treatment may include but are not limited to:

- sex
- relationship status
- parental status
- age
- race
- impairment
- religious belief or religious activity
- political belief or activity
- lawful sexual activity
- gender identity
- sexuality
- family responsibilities
- association with, or relation to, a person identified on the basis of any of the above attributes.

This list is not exhaustive and includes any criteria that any member of the association feels threatened, exploited or takes offence to.

All persons have a responsibility to behave in a respectful and equitable manner to others. No person is to be unfairly treated, excluded, abused or exploited based on personal attributes. This Equity Policy aims to ensure that all persons may operate and participate in their desired capacity within the college community.

The Students Association also abides by the Discrimination and Harassment policy of the University of Queensland. More information can be found online at <http://ppl.app.uq.edu.au/content/1.70.06-discrimination-and-harassment>

For more information on this Equity Policy or its operation, please do not hesitate to contact the President for the Cromwell College Students Association.

