

DIVERSITY, EQUITY & INCLUSION (DEI) POLICY

1.0 Purpose

CG Spectrum Institute (CGSI) is committed to fostering a diverse, equitable, and inclusive environment where all individuals—students, staff, and stakeholders—feel valued, respected, and empowered to access, participate in and achieve their full potential. This policy outlines CGSI’s commitment to embedding DEI principles across all facets of its operations. It has been informed by relevant legislative frameworks including *The Disability Discrimination Act 1992*, *The Disability Standards for Education (2005)*, and *VicScreen’s DEI Roadmap to 2033 (VicScreen, 2024)*.

2.0 Scope

This policy applies to all CGSI community members, including:

- Current and prospective students
- Academic and professional staff
- Contractors and consultants
- Advisory and governance bodies
- Industry partners and collaborators

3.0 Definitions

Term	Definition
Discrimination	Treating a person less favourably on the basis of age, colour, race, religion, ethnicity, national origin, sexual orientation, gender, marital status, veteran status, socio-economic background or disability or any other protected attribute under applicable laws.
Diversity	The range of differences that make individuals unique. These can be both visible and invisible.
Equity	Recognising that people have different circumstances and working to identify and eliminate structural and systemic barriers that prevent full participation in society.
Inclusion	When all people feel, and are, valued and respected, have access to opportunities and resources, and are able to operate at their best.

4.0 Responsibilities

It is the responsibility of all students, staff, advisory members, and governing bodies of CGSI to promote and apply the principles of equality, diversity and inclusiveness into its policies, procedures and activities.

All members of CGSI's community must ensure that their own behaviour and interactions are appropriate, courteous, sensitive, and non-discriminatory.

5.0 Principles

This policy is informed by the following principles:

- that it complies with all relevant legislation;
- that CGSI cultivates an inclusive culture that respects and celebrates diverse identities and experiences;
- that CGSI does not discriminate against people on the basis of age, race, colour, religion, ethnicity, national origin, gender, sexual orientation, marital status, veteran status, socio-economic background or physical or intellectual disability or any other protected attributes, either in the recruitment of staff and students or the implementation of its policies, procedures, and activities;
- that CGSI is committed to providing equal opportunity and promoting inclusive practices and processes for all staff and students within the limits of its resources; and
- that CGSI ensures equitable access to opportunities and resources are integrated in its policies and procedures for all within its community.

6.0 Related

6.1 Policies and Procedures

Course Design Development and Approval Policy;
Course Evaluation and Review Policy;
English Language Proficiency Assessment Policy;
Staff Grievance and Complaints Policy;
Staff Selection Recruitment and Appointment Policy;
Staff Selection Recruitment and Appointment Procedure;
Assessment and Moderation Policy;
Assessment and Moderation Procedure;
Student Grievance Complaints and Appeal Policy;
Student Grievance Complaints and Appeal Procedure;
Student Selection and Admission Policy;
Student Selection and Admission Procedure;
Student Welfare and Support Policy;
Student Welfare and Support Procedure;
Support for Students Policy Framework;
First Nations Policy; and
Wellbeing and Safety in the Learning Environment Policy.

6.2 Related Legislation

Disability Discrimination Act 1992 (Cth)
Disability Standards for Education (2005)
Racial Discrimination Act 1975 (Cth)

Sex Discrimination Act 1984 (Cth)
 Australian Human Rights Commission Act 1986 (Cth)
 Age Discrimination Act 2004 (Cth)
 Higher Education Standards Framework (Threshold Standards) 2021
 VicScreen’s Roadmap to 2033 (2024)

Version Control

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1.2	Updating logo, formatting and minor amendments Developing policy and logo		
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