



JANE FRANKLIN HALL

Inclusion and Diversity Policy

Drafted by:	Dean of Students and Principal	Approved by Council on:	25 November 2021
Responsible person:	Principal	Scheduled review date:	25 November 2023

1. PURPOSE

This policy sets out the College's approach to inclusion and diversity within the College.

2. GUIDING PRINCIPLES

Jane Franklin Hall is committed to providing a community where all members are welcomed, accepted and treated equitably and with respect regardless of their backgrounds or personal attributes such as gender, sexuality, race, language, religious beliefs or abilities.

The College acknowledges and celebrates the diversity of backgrounds and experiences within our community and will not tolerate behaviours, language or practices, that label, demean or exclude members of the College community.

Jane Franklin Hall is committed to providing a positive and inclusive living experience to members of the Jane community.

3. SCOPE

This policy applies to all students, staff members, members of Council, Fellows, Chaplains, members of committees and guests of Jane Franklin Hall.

4. DEFINITIONS

College:	Jane Franklin Hall 6 Elboden Street, South Hobart TAS
Resident or Student:	Any student, currently residing at the college on a residential agreement.
Staff Member:	Any current member of the Jane Franklin Staff, both full time, part time and casual, including residential staff.

Jane Community member:	Any extended member of the Jane community not included as a student or staff member. This includes members of Council, Fellows, Chaplains and members of committees (e.g. Alumni committee).
Guest:	Any member of the public, including alumni, who does not currently reside at the college and is visiting the college temporarily.
Personal Attributes	These can include but are not limited to, gender, sexuality, race, language, religious beliefs or disability.

5. POLICY

5.1 Inclusive Living Environment

The College will:

- foster a culture that allows all students and members of our community to be treated with respect and dignity.
- Monitor students and members of the community so they are not discriminated against and where necessary, are reasonably accommodated to participate in all events and activities on the same basis as their peers.
- prohibit and change practices whether formal or informal within the College that actively exclude students or members of the community based upon gender, sexuality, race, language, religious beliefs or disability.
- acknowledge and respond to the diverse needs, identities and strengths of all students and members of the community.
- encourage empathy and fairness towards others.
- challenge stereotypes that promote prejudicial and biased behaviours and practices.
- contribute to positive learning, engagement and wellbeing outcomes for students.

5.2 Inappropriate Behaviour and Practices

Bullying, harassment, hazing and initiation practices and purposeful exclusion from events, activities and groups are all forms of inappropriate behaviour and practices.

The College strictly prohibits any behaviours and practices within the College, whether formal or informal, that excludes, intimidates, humiliates, bullies or harasses any member of the community.

Students who may have experienced or witnessed this type of behaviour are encouraged to speak to the Senior Residents, Dean of Students or Principal.

The College will take appropriate measures to respond to inappropriate behaviour, practices and groups within the College. Students that are involved will be supported to understand the impact of their behaviour and may face disciplinary action.

5.3 Exclusive Groups, Activities and Practices

The College does not support the formation of formalised, exclusive groups, fraternities or sororities within the College. Activities and practices that actively promote any such groups within the College are prohibited. Such activities and practices include but are not limited to:

- a) naming the group
- b) the wearing of paraphernalia or clothing that identifies belonging to that group
- c) initiations to achieve membership of the group
- d) traditions or behaviours that are associated with the group

Membership of any group that purposely excludes others and actively selects members may result in disciplinary action that can include cancellation of the student's contract or refusal to renew a contract the following year.

6. EXCEPTIONS

6.1 Acceptable practices

The College accepts that there are some acceptable reasons for some practices based on personal attributes.

The following are some examples of acceptable practices:

- College sporting teams are often played as single sex, with the majority of sport being divided into Men's and Women's teams. Where unavoidable it is acceptable to base teams off this attribute. The College will endeavour to ensure however that the sporting program is open to all those students interested in participating.
- The College divides some parts of the College into Male and Female wings only. This is to provide an option for those that do not want to have unisex facilities and to meet University of Tasmania under 18 International Student standards.
- The College accepts that the International student representative on the Student Club Committee should be selected based on them being a student from an overseas country. In this case it is acceptable that Australian students are excluded from running for this position. Others positions in the College may require similar selection criteria such as the formation of a LGBTIQ+ representative or a diversity representative.

- The College accepts that the majority of the College grounds and buildings are not wheelchair accessible due to historic building design and future designs and build will attempt to provide greater access.

6.2 Offering a place at College

Where required, and only for legally and socially acceptable reasons or where the physical layout of the College will severely impact on an individual student's access to enjoy life at Jane, the College allows selection criteria of students based on a personal attribute.

The following are some examples of acceptable reasons to offer a place based on physical attributes:

- The College believes that a diverse student cohort benefits the whole community and aims to invite residents from a diverse range of abilities, ages, genders, backgrounds, beliefs and fields of study to take up residence. The College retains the right to make offers based on facilitating a good student mix.
- An independent review of the College's capacity to deliver universal access, recommended that for historical design reasons Jane is not suitable for students with severe mobility issues. In such a case, the College will work with the individual concerned to find alternative accommodation options at the University.

The College will take great care to determine if such practices are acceptable and will review decisions regularly.