

The Royal Society of Victoria

Equal Opportunity and Antidiscrimination Policy

1. Principles

1. The Royal Society of Victoria is committed to the principle of equal opportunity in education, employment and welfare for staff, members and participants with the Royal Society of Victoria, and will continue to develop equal opportunity practices and programs compatible with its overall goals and responsibilities. This commitment is consistent with the principles of justice, equity and the pursuit of excellence which should apply in a Royal Society of Victoria, and conforms to the spirit and intent of equal opportunity and anti-discrimination legislation. The policy is designed to support the principle that staff are selected or promoted according to merit.
2. The Royal Society of Victoria accepts that it has a responsibility to create a scientific, educational and employment environment free of discrimination. It will ensure that its structures and practices are free from direct or indirect discrimination based on gender, marital status, pregnancy, parenthood, sexual preference, social and economic circumstances, race, disability and religious and political beliefs and activities. Notwithstanding the above there are special circumstances (e.g. certain disadvantaged groups) where the Royal Society of Victoria will adopt policies which may discriminate between classes or groups of individuals.
3. The Royal Society of Victoria recognises that it has a responsibility to develop programs in education and employment which redress, where appropriate, the effects of any past discriminatory practices within the community, and that it has a responsibility to take positive steps to overcome inequality of opportunity.

2. Policy Guidelines - General

In its responsibility for all members of the Royal Society of Victoria community, the Royal Society of Victoria aims to-

- a. Ensure that there is no discrimination against any group of members or staff in access to Royal Society of Victoria facilities.
- b. Establish and maintain mechanisms within the Royal Society of Victoria to deal with complaints concerning discrimination and sexual harassment.
- c. Educate the Royal Society of Victoria community on the general goals and philosophy of equal opportunity together with the rationale for policies and practices which are adopted.
- d. Provide the Royal Society of Victoria community with information about the Royal Society of Victoria's condemnation of sexual harassment provide advice and support for those who have been harassed and training for Sexual Harassment Advisers.
- e. Continue to work towards the provision of child care to meet the needs of its members.
- f. Ensure that all Royal Society of Victoria policies, procedures and official documentation and publications accord with equal opportunity principles and are amended as necessary to accord with these principles.
- g. Eliminate sexist and other discriminatory language from all Royal Society of Victoria publications and discourage the use of such language in published and unpublished material and in the speech of its staff and students.

3. Policy Guidelines - Education

In its responsibility for education the Royal Society of Victoria aims to-

- a. Continue, develop and extend programs for the admission of disadvantaged groups.
- b. Take positive steps to provide support for members of disadvantaged groups once they are admitted to the Royal Society of Victoria.

- c. Encourage the increased participation of women in all aspects of Royal Society of Victoria life, including the decision making structures.
- d. Provide an environment where all disciplines are accessible to both women and men.
- e. Maintain and develop programs to accommodate disadvantaged or disabled participants, adjusting where necessary the learning environment or procedures.
- f. Ensure that Royal Society of Victoria maintains an awareness and acceptance of the principles of equal opportunity in order to encourage members of the Royal Society of Victoria to eliminate inequality of opportunity in society.
- g. Encourage the sciences to acknowledge the possibility that gender and ethnicity enter into the construction of knowledge, and to take account of this in the processes of research and curriculum planning.
- h. Ensure the promulgation of Royal Society of Victoria guidelines for writing and preparing material which avoids discriminatory language.

4. Policy Guidelines - Employment

In employment, the Royal Society of Victoria aims to-

- a. Implement the Royal Society of Victoria's equal employment policy.
- b. Provide improved opportunities for more women to participate in Royal Society of Victoria committees.
- c. Cover in all training programs for staff with management responsibility, principles of equal opportunity and means towards its achievement.
- d. Encourage disadvantaged individuals to participate in training and staff development programs in order to broaden skills and equip them adequately for positions of responsibility.
- e. Maintain and develop programs to accommodate disadvantaged or disabled staff adjusting where necessary the work environment or procedures.

5. Procedures

- a. Responsibility for implementing the policy on equal opportunity will rest with the management of The Royal Society of Victoria.
- b. The Royal Society of Victoria will maintain an Equal Opportunity Standing Committee, in the first instance to be the Executive of the Royal Society, as a Council Committee, charged with responsibility for monitoring progress in implementing the Policy, for providing advice to the Council.
- c. The Royal Society of Victoria will maintain two Equal Opportunity Officers, responsible to the Equal Opportunity Standing Committee, whose duties include facilitation of the implementation of the Royal Society of Victoria's policy and support of the Equal Opportunity Standing Committee in its role of monitoring the implementation of the policy and compliance with relevant legislation.
- d. In establishing procedures aimed at implementing the equal opportunity policy, there will be wide consultation with staff and members.
- e. The equal opportunity policy statement will be circulated to all staff and to the membership.
- f. The Royal Society of Victoria will review its equal opportunity policy at least every three years or when necessary.