

# Inclusive Language Policy

## Section 1 - Policy

(1) Under the Institutional Strategic Plan, it is a goal of the University to enhance access, participation and positive outcomes for members of equity target groups, consistent with equal opportunity and affirmative action principles.

(2) The University's Equity Diversity and Inclusivity unit Strategic Plan has as its objectives:

- a. Ensure policies and practices reflect and respect the social and cultural diversity contained within the University and the community it serves;
- b. Provide equity in study and employment by identifying barriers to access, participation and progression and by taking steps to overcome the barriers to equal opportunity;
- c. Encourage a work and study environment which is supportive of diversity and free from discrimination.

(3) Central to achieving this goal and these objectives it is a policy of the University that all communications, written, visual and oral, be inclusive in nature. This means that all communications should:

- a. avoid images, expressions, or language constructions that reinforce inappropriate, demeaning or discriminatory attitudes or assumptions about persons or groups based on age, race, nationality, sex, sexual orientation, transgender status, marital status, political conviction, religious belief, or disability, family responsibilities or carers' responsibilities;
- b. use images, expressions and language constructions that positively reflect the richness of the social and cultural diversity of the University and its community, in acknowledging the range of lifestyles, experiences and values.

(4) This policy is based on the principles of:

- a. Equal Opportunity: Inclusive language will enhance the equal participation of all persons and groups in the University community.
- b. Anti-discrimination: Inclusive language avoids communications that harass, exclude or discriminate against individuals and groups.
- c. Clarity of Expression: Inclusive language avoids words and phrases that do not convey what people intend to communicate, and that can be misinterpreted or give offence.

(5) This policy should be read in conjunction with the University's [Equity and Diversity Plans](#).

## Status and Details

<b>Status</b>	Historic
<b>Effective Date</b>	8th October 2014
<b>Review Date</b>	31st December 2019
<b>Approval Authority</b>	Vice-Chancellor
<b>Approval Date</b>	27th November 2001
<b>Expiry Date</b>	28th November 2023
<b>Responsible Executive</b>	Lisa Wood Deputy Vice-Chancellor (Academic) Lisa.Wood@newcastle.edu.au
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## Glossary Terms and Definitions

**"Disability"** - As defined by the Disability Discrimination Act 1992 (Cth) (as amended from time to time, or as per any replacing legislation).