



John Paul II Institute

for Marriage and Family, Melbourne

Equal Opportunity Policy

The John Paul II Institute for Marriage and Family, Melbourne (Institute) is committed to ensuring that unlawful discrimination does not occur in its settings and that equal opportunity is fostered in accordance with the teachings of the Catholic Church, the founding principles of the Institute established¹ by John Paul II and the rules for the conduct of a Catholic university²

The Church teaches that each person has an intrinsic value and dignity. The exposure of an individual to various forms of discrimination is incompatible with these teachings. Such conduct is unlawful under both Commonwealth and state legislation and is not tolerated at the Institute and the employer's workplace policies reflect this.

The Institute also recognises that its distinctive character ultimately depends upon its teachers and students.

To create an environment that is intellectually stimulating and characterised by generosity and mutual support, the Institute seeks men and women who are not only professionally competent but who will contribute to its religious, moral and cultural milieu.

- Lecturers are mandated for this task by the Church.
- Clerical and religious students are authorised by their Bishop or major superior.
- Lay students may be recommended by their parish priest or another cleric.

Teachers and students should aspire to live in a manner compatible with the Institute's mission as an institution devoted to the study of the Catholic way of life and preparing its graduates to undertake a variety of Christian ministries.

The Institute will at all times endeavour to:

- promote the intrinsic value and dignity of each person;
- prevent unlawful, direct and indirect discrimination, including sexual harassment;
- address, where appropriate and lawful, the effects of education disadvantage or past discriminatory practices within the general community; and

¹ John Paul II *Apostolic Constitution Magnum Matrimonii Sacramentum* 1982

² Pope John Paul II *Apostolic Constitution Sapientia Christiana* 1979.

- adopt policies, procedures and programs consistent with the dignity of each person and unlawful discrimination principles.

In developing policies, procedures and programs to support these principles, the Institute will consult, as appropriate with staff and students.

Procedures and programs will be monitored and evaluated against stated objectives.

Every member of the Institute community is expected to be aware of such policies and of their own individual obligations under relevant State and Federal laws and to ensure that their actions conform to them.

All supervisors have particular responsibility for programs to be implemented that are consistent with such laws.

Amended by the Council 20 August 2013