

Taking into account the University's core values of providing conducive and friendly workplace environment, continuous improvement of staff professionalism and competence and enforcement of innovative culture and ethical conduct.

3.

- (a) Direct discrimination occurs if the University or any of its Units treats, or proposes to treat, someone with an attributes less favorably than it treats person or would treat someone without that attribute, or with a different attribute, in the same or similar circumstances.
- (b) In determining whether there is direct discrimination, it is irrelevant:
  - (i) Whether or not that the University or any of its Unit or representative is aware of the discrimination or considers the treatment less favourable;
  - (ii) Whether or not the attributes is the only or dominant reason for the treatment, as long as it is a substantial reason.

4.

- (a) Indirect discrimination occurs if the University or its Unit imposes, or proposes to impose, a requirement, condition or practice that:
  - (i) Someone with an attribute does not or cannot comply with; and
  - (ii) A higher proportion of people without that attribute, or with a different

This Policy does not prohibit discrimination if an exception recognized in this Policy applies.

8. Discrimination in employment



