

Griffith University – Sustainability Fact Sheet

My university prioritises minimising its climate change impact in its day-to-day operations

Griffith University embeds climate action into its operations through a structured sustainability framework and ambitious targets, prioritising the minimisation of climate change impacts on its day-to-day operations as follows:

1. **Net zero emissions by 2029**: Griffith has committed to achieving net zero emissions by 2029 across Scope 1, 2, and partial Scope 3 emissions.
 - Solar is installed across most buildings
 - Numerous energy efficiency projects are being undertaken
 - Initiatives are underway to reduce emissions, such as those arising from staff travel.
2. **Sustainability Strategy 2023–2030**: The University's Sustainability Strategy integrates the UN Sustainable Development Goals (SDGs) into teaching, research, governance, and operations.
3. **Griffith's Climate Action Plan 2025–2030** focuses on:
 - Carbon emissions reduction toward net zero,
 - Climate knowledge sharing and empowerment across the university community,
 - Building a climate-resilient university by addressing physical and transition risks.
4. **Governance and transparency**: Griffith is a signatory to Race to Zero and publishes detailed Carbon Management Reports for accountability. Climate risk assessments inform emergency planning and campus master planning to ensure resilience.
5. **Engagement and partnerships**: The University collaborates with government, industry, and community groups through initiatives such as the Queensland Decarbonisation Hub and the Climate Ready Initiative, and undertakes numerous initiatives aligned with the UN SDGs.

My university has specific measures in place to support employees with disability

Griffith University has a comprehensive framework to support employees with disability, grounded in its **Equity, Diversity and Inclusion Policy** and aligned with the United Nations Sustainable Development Goals:

1. **Disability Access and Inclusion Action Plan 2024–2025** sets out strategic commitments to remove barriers and create an inclusive workplace. It focuses on universal design, accessibility in physical and digital environments, and continuous monitoring of progress.
2. **Staff Disability Accessibility and Inclusion Procedure**: puts inclusion principles into action by ensuring effective workplace adjustments, accessible environments and technology, emergency planning for those who need support, and capability development through professional programs.
3. **Workplace adjustments and support services**: including reasonable adjustments to include modified equipment, flexible work arrangements, accessible parking, and alternative formats for information, Health, Safety and Wellbeing team, which provides advice and assistance for injury management and disability support, and a Staff Equity Team, which helps managers implement workplace adjustments and inclusive recruitment practices.
4. Training and awareness: including Disability Awareness Training, to build staff skills in interacting with people with disability and promote inclusive communication, and Disability Inclusion Workshops, which are delivered in partnership with the Australian Disability Network, focusing on inclusive language, behaviour, and workplace adjustments.
5. Advisory and governance: including a **Disability Advisory Committee**, which advises on policy development and monitors implementation of the Disability Action Plan. Griffith is also a member of the **Australian Disability Network**, which provides benchmarking, resources, and professional development opportunities.

My university is committed to supporting LGBT+ equality

Griffith University demonstrates a strong commitment to LGBT+ equality through inclusive policies, dedicated support services, and recognition in national benchmarking programs:

1. Inclusive policies and procedures:
 - The [Equity, Diversity and Inclusion Policy](#) explicitly prohibits discrimination based on sexuality, gender identity, and expression, including transgender and gender-diverse identities.
 - The [Gender Affirmation Inclusion and Support Procedure](#) provides guidance for staff and students affirming their gender, including paid gender affirmation leave under enterprise agreements.
 - The [Gender Equity Statement](#) reinforces commitments to equality and transparency
2. [Practical workplace measures](#): Employees can dress according to their gender identity, and non-gendered bathrooms are available across campuses. Staff can update personal details in HR systems without evidence, ensuring respect for identity. Griffith provides a safe, accessible, sensory-friendly space for LGBTQIA+ students, called the [Rainbow Room](#).
3. Support networks and resources: Griffith has a [Pride Committee](#) and [Ally Network](#), which promotes an inclusive culture and provides peer support for LGBTQIA+ staff and students. Griffith also has a [Harassment and Discrimination Officer Network](#), which includes officers trained in LGBTQIA+ inclusion to assist with complaints and resolution. Griffith provides [confidential LGBTQIA+ counselling for staff and students](#), with options to request LGBTQIA+ trained counsellors. Griffith provides guides on being a trans ally and an [LGBTQIA+ ally](#).
4. Recognition and benchmarking: Griffith achieved [Gold Tier status](#) in 2024 for LGBTQIA+ inclusion in the Australian Workplace Equality Index (AWEI), reflecting best-practice policies and culture. Griffith is the [first Queensland university to earn the SAGE Cygnet award](#) for reducing barriers and improving inclusion for LGBTQIA+ staff and students.
5. Visibility and engagement: Griffith hosts initiatives like Wear It Purple Day, Transgender Awareness Week, and Pride celebrations, which foster visibility and belonging. Griffith is also a member of [Pride in Diversity and Pride in Sport](#), supporting inclusion in workplaces and sporting programs.

My university is committed to supporting gender equality

Griffith University demonstrates a strong and multi-faceted commitment to gender equality through policies, programs, research, and cultural initiatives:

1. Strategic policies and frameworks: Griffith's [Gender Equity Statement](#) affirms non-discrimination and equal opportunity for all genders, aligning with the UN Sustainable Development Goals (SDG 5 and SDG 10). It commits to removing barriers to participation and progression for women and gender-diverse people in education and employment. Griffith's [Equity, Diversity and Inclusion Policy](#) embeds intersectional approaches to address systemic disadvantage and ensure fair pathways for career and study success. Griffith's annual reporting to the [Workplace Gender Equality Agency](#) (WGEA) and Council ensures transparency and accountability.
2. Recognition and accreditation: Griffith received an [Athena SWAN Bronze Award](#) (2018) and [SAGE Cygnet Award](#) (2023). These national recognitions highlight Griffith's progress in gender equity and inclusion, particularly in STEMM disciplines.
3. [Women in STEMM initiatives](#): Griffith offers numerous scholarships, mentoring networks (WiSE, LiTES), and outreach programs that encourage women's participation and advancement, particularly in science, technology, engineering, mathematics, and medicine.
4. [Workplace flexibility](#): Griffith offers Flexible work arrangements, parental leave, baby change stations, private spaces for feeding and expressing parents, and childcare facilities to support career continuity for staff with caring responsibilities.

My university acts ethically in its teaching, its research, and its contribution to society

Griffith University embeds ethical principles across its teaching, research, and societal contributions through a values-driven approach and robust governance frameworks:

1. Ethical foundations in teaching: The [Academic Integrity](#) Policy sets clear expectations for honesty, trust, fairness, and responsibility in all student work, including research and assessment. Breaches are addressed through transparent processes to maintain academic standards. [Graduate attributes](#) emphasise social responsibility, critical judgement, cultural capability, and innovation, ensuring students develop the capacity to act ethically and contribute positively to society. Griffith provides a guide for [Framing Indigenous Knowledges and Perspectives in Curriculum](#), information on [Education for Sustainability](#), and [SDG modules](#) for staff and students.
2. Ethical conduct in research: The [Responsible Conduct of Research Policy](#) aligns with the Australian Code for the Responsible Conduct of Research (2018), requiring honesty, rigour, transparency, and fairness in all research activities. The [Human Research Ethics Committee](#) oversees ethical review processes, ensuring compliance with national and international standards, including guidelines for research with Aboriginal and Torres Strait Islander communities. The [Research Ethics Manual \(GUREM\)](#) provides practical guidance for ethical project design, consent, and risk management, supporting researchers uphold integrity throughout the research lifecycle.
3. Contribution to society through [values-led action](#): Excellence, reciprocity, inclusion, integrity and innovation underpin Griffith's strategic priorities and societal engagement. These values are reflected in initiatives addressing global challenges such as Indigenous flourishing, sustainability, health, and social cohesion. The university is committed to the UN Sustainable Development Goals (SDGs). The university engages in public reporting through rankings (QS, THE), a [facts and figures](#) website, and [sustainability reports and dashboards](#). Philanthropic campaigns like [A Brighter Future For All](#) reinforce societal responsibility.
4. Governance and oversight: The university has a comprehensive [Code of Conduct](#) and [policy library](#) to ensure fairness, equity, and inclusion across all operations, supported by committees dedicated to sustainability and ethics.

My university is committed to making a positive impact on society

Griffith University demonstrates its commitment to making a positive impact on society:

1. Strategic alignment with global goals: University operations and programs are aligned with the United Nations Sustainable Development Goals (SDGs), focusing on sustainability, equity, and social justice. The University is implementing the [Sustainability Strategy 2023–2030](#), embedding the SDGs into teaching and research, and committing to net-zero emissions by 2029.
2. Education and community engagement: Griffith runs the [Community Internship](#) Program, enabling students to contribute thousands of hours to not-for-profit organisations while gaining professional skills. Griffith also drives philanthropic campaigns such as [A Brighter Future For All](#), aiming to raise significant funds for transformative education, healthier lives, and thriving environments. Griffith staff partner with industry, government, and community organisations to co-create solutions to challenges such as climate action, biodiversity conservation, and health equity.
3. Research with real-world impact: Griffith researchers prioritise research that addresses global and local challenges through interdisciplinary projects delivering measurable benefits. Examples include [water security interventions in Pacific communities](#), [health innovations to reduce inequalities](#), and [legacy evaluations for major sporting events](#) to ensure social and environmental gains. Platforms like the [Research Impact Hub](#) and [SDG Files](#) amplify these contributions and reinforce Griffith's role as a catalyst for sustainable development.
4. Inclusive culture and active participation: Griffith promotes engagement through extensive [sustainability initiatives](#). It extends its reach beyond campus with [biodiversity initiatives](#), including through the [EcoCentre](#), [health clinics](#), free access to our [libraries](#), and many other [services](#) that promote wellbeing and lifelong learning amongst the community.