Access and Equity Policy

1.0 Purpose

1.1 The principle role of the Access and Equity Policy is to promote full and equal participation of all external and internal individuals at Wattle College. Wattle College will endeavour to promote and adopt an environment free of discrimination and harassment to all its stakeholders.

Wattle College will comply with its legal and moral duty to respect the rights and beliefs of course participants and staff through avoidance of discrimination, recognition of the special needs of clients and course participants, physical access to courses, mentoring, culturally appropriate behaviour, and equal opportunity.

2.0 Responsibility

2.1 The Chief Executive Officer, Training Manager and Student Support Manager are responsible for the implementation of this procedure and to ensure that staff and students are aware of its application.

3.0 Requirements

3.1 Wattle College is committed to effecting change that promotes equality of opportunity for all. The Access and Equity policy is guided by the following principles:

a) That all staff and participants have a right to equality of opportunity.
   - Men/women
   - Aboriginal and Torres Strait Islander
   - People with intellectual disabilities
   - People with physical disabilities
   - Young/older
   - Cultural backgrounds
   - Socio-economic status

b) That there is recognition of, respect for and promotion of diversity within our community.
c) That there is encouragement of initiatives to effect change.
d) That while some people clearly need our advocacy, we support and encourage people on the journey of self-determination and self-advocacy (empowerment).
e) That everybody has a right to participate in decisions that affect their lives

3.2 Wattle College upholds the principle that all applicants enrol are treated fairly and equitably. Wattle College has open, fair, clear and transparent policies and procedures to ensure that all participants are treated in a courteous, professional and impartial manner.

3.3 As part of the induction process, all participants are provided with information relating to the following services:

a) Hiring interpreters
b) Disability Services
c) Harassment and Discrimination Complaints
d) Equal Opportunity for Women

e) Equal Employment Opportunities
f) Racial Discrimination
g) Working Right

3.4 The Chief Executive Officer ensures that the structures and practices of Wattle College are in line with state and national legislation regarding all areas of equal opportunity, including sex discrimination, racial discrimination and disability discrimination for all within the workforce. This is achieved by supervising the incorporation of the main principles of the state and national legislation listed below into all Wattle College policies and operating procedures.

Equal Opportunity Act, 2010
http://www.austlii.edu.au/au/legis/vic/consol_act/eoa2010250/

Sex Discrimination (Cth) Act 1984
http://www.comlaw.gov.au/Series/C2004A02868

Disability Discrimination Act 1992
http://www.comlaw.gov.au/Series/C2004A04426

Fair Work Act, 2009 (Cth)
http://www.comlaw.gov.au/Details/C2010C00741

Racial Discrimination Act 1975
http://www.comlaw.gov.au/Series/C2004A00274

Charter of Human Rights and Responsibilities Act 2006 (Vic)
http://www.austlii.edu.au/au/legis/vic/consol_act/cohrara2006433/

Disability Act 2006
www.legislation.vic.gov.au/Domino/Web_Notes/.../06-023a.doc

3.5 Wattle College will provide assistance to students with respect to literacy and numeracy, through advice on whether to gain specific assistance and provide support to the limit of the abilities of its own staff. There may be a fee to access these external services.

3.6 All staff and contractors employed or engaged by Wattle College are obliged to comply with this policy. Wattle College will ensure policies and procedures that promote equal opportunity are in place and widely dispersed and understood by all staff members.