

# Access and Equity Policy



## Purpose

The policy provides a platform upon which decisions can be made, by responsible staff engaging with potential and current is responsive to the individual needs of clients whose age, gender, cultural or ethnic background, disability, sexuality, language skills, literacy or numeracy level, unemployment, imprisonment or remote location may present a barrier to access, participation and the achievement of suitable outcomes by applying the outlined in this policy. I.G Institute acknowledge Australia Laws as an educational provider and ensures that all working and training practices are fair, equitable and non-dissimilatory.

I.G Institute ensure to make discrimination and harassment in employment, the provision of education and the provision of goods and services unlawful. In addition, the access and equity policy aim to adhere to the equal opportunities and the Anti-Discrimination Act of NSW under which it is unlawful for anyone to be treated unfairly or discriminated against on the grounds of sex, sexuality, race, physical, intellectual impairment or age. Detailed information of which contained in relevant course information on our college website or direct with RTO.

I.G Institute acknowledges its responsibilities under the various WHS acts and regulations to ensure that all employees and students are provided with a safe and healthy working and learning environment.

## Policy

1. I.G Institute ensures its staff and students will be provided access to and information as per our Access and Equity Policy which can be found our website.
2. I.G Institute ensures that its staff and students should have a working and learning environment free from discrimination and/or harassment.
3. Will ensure that it supports the principles of equal and fair access to educational opportunities and strives to provide students with the opportunity to achieve their potential.
4. Will ensure that it has a strong commitment to the promotional of equity and diversity in regard to its staff and students.
5. Will ensure that access to student is not limited to their background, and will accept all backgrounds, culture, and religions.
6. I.G Institute ensures that it will have a learning environment of a cultural and religious sensitive understanding within the learning and support of staff and students alike.
7. I.G Institute ensures that all its practices are free from discrimination and address the needs of all groups
8. I.G Institute ensures that all educational processes are all inclusive and value students from a diverse background
9. I.G Institute request that any new students to indicate prior to enrolment if they are in need of specific assistance with regard to language, literacy and numeracy so that specific learning support may be provided.
  - 9.1. ensure alternative learning and assessment strategies will be implemented to assist students with special needs.
10. I.G Institute encourages an environment where diversity is welcomed and is free of discrimination and requires that all staff treat student, other employees and visitors with respect and courtesy, and to conduct themselves in a manner commensurate with Access and Equity Policy.
11. I.G Institute encourages all staff and students to take responsibility to ensure that they understand and implement this policy and behave respectful.

## Policy History

Current Version	Current Version Release Date	Author	Description of Changes
POL V1.0AE	July 2020	Sofia Soumboulidis	Created