

ACCESS AND EQUITY

Purpose

The purpose of this policy is to demonstrate that Abbey College Australia has a strong commitment to access and equity and to ensuring equal opportunity to employees and students.

Policy

Abbey College Australia is committed to the goals of equal opportunity and affirmative action in vocational education, training and employment. This is supported by all staff employed by the college. Abbey College fosters a culture that is free from unlawful discrimination, harassment and vilification as determined by legislation in various state and federal legislation. Examples include but are not limited to:

- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- various human rights declarations under the Australian Human Rights Commission Act 1986
- Work Health and Safety Act 2011

These are key examples, other state and federal laws will/may apply.

Towards the fulfilment of this commitment Abbey College:

- Fosters a culture that values and responds to diversity.
- Provides equal employment opportunity by identifying and removing barriers to participation and progression in education, training and employment for all employees.
- Offers programs and employment opportunities that aim to overcome past disadvantage for members of staff, employee and course students equity groups.
- Promotes clear and accountable management policies and practices to enhance trust between all parties.
- Enhances the quality of student learning and employment satisfaction for all students through the provision of culturally, socially and gender inclusive education and training in areas such as curricula, teaching methods, assessment and review processes, teaching materials and support services.
- Ensures that its staff, employees and course students are aware of their rights and their responsibilities.

To achieve these goals, the college depends on the continual co-operation of all staff, trainers and students.

Currently the grounds of unlawful discrimination are:

- Age
- Compulsory retirement from employment
- Disability (physical, intellectual, psychiatric, sensory, neurological, and learning disabilities (physical, intellectual, psychiatric, sensory, neurological, and learning disabilities including physical disfigurement, the presence in the body of an organism capable of causing disease and current, past, future, or imputed disability)
- Marital status (single, or with reference to a person of the opposite sex, married, separated, divorced, widowed or in a de facto relationship)
- Pregnancy or potential pregnancy

- Race (including colour, nationality, descent, ethnic, ethno-religious or national origin, and immigration)
- Religious or political affiliation, views, or beliefs
- Sex, sexual harassment
- Gender Preference (male or female, actual or presumed)
- Transgender or trans-sexuality (anyone who lives, has lived, or wants to live as a member of the opposite gender to their birth gender including people who are assumed to transgender)
- Actual or imputed characteristics on any of the attributes listed above.
- Termination of employment on any of the grounds listed above and on the grounds of family responsibilities, social origin, temporary absence from work because of injury or illness, union membership, participation in union activities, non-membership of a union and absence from work during maternity or other parental leave.

The grounds of unlawful vilification are:

- HIV/AIDS, home
- Race; and
- Transgender (trans-sexuality)

Regarding discrimination and vilification, Abbey College is compliant with the following statutory requirements:

- The NSW Anti-Discrimination Board and the Federal Disability, Racial, Sex Discrimination, Workplace Relations Act and Anti-Discrimination (Carer's Responsibilities) Act 2000.
- The NSW Charter of Principles for a Culturally Diverse Society in 1993 and reaffirmed in 1995 by the NSW Government.
- For staff, in compliance with Part IXA of the NSW Anti-Discrimination Act 1977 and the Federal New Equal Opportunity for Women in the Workplace Act (1999).

The equity groups identified in these Acts are:

- Aboriginal and Torres Strait Islander people; people with disabilities; people of non-English speaking background; and women.
- For students, in compliance with Federal Government policy as outlined in A Fair Chance for All, AGPS, 1990 and subsequent amendments as outlined by DEST.

The identified equity groups are:

- Aboriginal and Torres Strait Islander people; people with disabilities, from socio-economically disadvantaged backgrounds, from rural and isolated areas and of non-English speaking background and women in non-traditional areas of study.



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