



Purpose

This policy outlines the commitment of TexSkill to provide equal opportunities to all students

Scope

This policy applies to TexSkill team members, clients and students.

Policy

TexSkill will ensure that business goals encompass the vocational needs of equity target groups

Equity target groups include

- Aboriginal and Torres Straight Islander people
- People with a disability
- Women
- People from non English speaking backgrounds
- People in rural and remote areas

TexSkill will ensure compliance with relevant state and federal anti discrimination legislation.

TexSkill supports equal opportunity principles; and where barriers to access and participation are identified, strategies are developed to overcome them.

The flexible and individualised development of all TexSkill training programs enables consideration of equity strategies including:

- recognising cultural sensitivities and appropriateness
- dealing with issues arising from ESL
- incorporating different learning styles and preferences
- adapting for physical access to training venues or equipment



All TexSkill policies and procedures are nondiscriminatory and inclusive.

TexSkill's commitment to the principles of access and equity is detailed during Induction Sessions for new employees, information sessions with client companies and pre enrolment information sessions for all new students.

All students are provided with information about the complaint resolution process, should any issues on access or equity arise.

Students are responsible for behaving in a courteous manner when dealing with other team members, students and clients.

Team members are responsible for ensuring that they understand and implement the policy and behave in a courteous, sensitive and nondiscriminatory manner when dealing with other team members, students and clients.

Team members must also identify and comply with the following government anti discrimination legislation

- Disability Standards for Education 2005
- Disability Discrimination Act 1992
- Human Rights and Equal Opportunities Act 1986
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984

Access to this information can be made via the following websites

http://www.dest.gov.au/sectors/school_education/programmes_funding/forms_guidelines/disability_standards_for_education.htm

This site contains a copy of the "Disability Standards for Education" which were formulated under the *Disability Discrimination Act 1992*. The Standards clarify the obligations of education and training providers to ensure that students with disabilities are able to access and participate in education without experiencing discrimination.

<http://www.humanrights.gov.au/about/legislation/index.html>

The Human Rights and Equal Opportunity Commission site contains links to:

OP5 – Access and Equity in VET

- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Human Rights and Equal Opportunity Commission Act 1986
- Race Discrimination Act 1975
- Sex Discrimination Act 1984

Management Responsibility

General Manager Operations

Implementation Responsibility

Team Members

Reference

Student Complaint Resolution, Student Induction Handbook