

	<p>PARADE COLLEGE</p> <p>RTO Division</p>
<p>Access, Equity and Anti Discrimination Policy</p>	

Overview

Parade College – RTO Division is committed to ensuring that:

- i. Access and equity principles are applied to all aspects of its operations, promoting full and equal opportunities for all students, prospective students and other clients.
- ii. No person is discriminated against, harassed or treated unfairly in their dealings with the RTO Division.
- iii. Each student has access to the level of support required to enable them to reach their full potential without it causing unjustifiable hardship to the organisation.
- iv. The RTO Division complies with relevant Equal Opportunity and Discrimination legislation.
- v. Develops a culture that prevents racism and promotes respect for Aboriginal culture, those unable to live at home, LGBTQIA+ communities, students with disabilities, cultural differences or disadvantages.

Scope

This policy applies to the RTO's interactions and dealings with all students, prospective students, employers, prospective employers, host workplaces and staff.

Diversity

- 1.1 Parade College – RTO Division recognises and values the individual differences of its students and the community, and recognises that students come into its programs with a wealth of personal knowledge and life experiences.
- 1.2 Parade College – RTO Division promotes an inclusive training environment and recognises that diversity is an opportunity to enrich and extend opportunities for all.
- 1.3 Parade College – RTO Division creates an inclusive environment for all people regardless of their background by:
 - a) Providing a welcoming and supportive training community.
 - b) Offering flexibility in training and assessment.
 - c) Providing reasonable adjustments to training and assessment activities.
 - d) Having open recruitment and selection procedures.
 - e) Determining the needs of all individuals upon engagement with the organisation.
 - f) Providing students and clients access to a range of support services.

Discrimination and racism

- 2.1 In accordance with legislation, no person or organisation will be treated unfairly or discriminated against on the basis of age, colour, race, gender, religious or political conviction, sexuality, ability or disability, location, family responsibilities, membership or non-membership of an association or for any other stereotypical or illegal reason.
- 2.2 Parade College – RTO Division condemns racism and sets the standards for inclusive and respectful behavior within the RTO, we aim to create and foster an inclusive environment that celebrates diversity, values different cultures, and fosters respect and understanding. We are committed to addressing racism by modeling inclusive behavior, promoting diversity in staffing, and allocating resources towards initiatives that support diversity and inclusion.
- 2.3 We will conduct training sessions for staff and students to raise awareness about racism, unconscious bias, cultural competence, and the importance of promoting diversity and inclusion.
- 2.4 We ensure that the training materials and resources used in the RTO are inclusive, representative, and free from racial bias. We aim to promote diversity in course content and materials.
- 2.5 All staff and students are encouraged to report any discriminatory behavior they witness, or experience and we ensure that the process is fair, impartial, and transparent.
- 2.6 We consider all reports of racism seriously and will conduct thorough investigations. We will address any confirmed incidents promptly, applying appropriate disciplinary measures and providing support to victims.
- 2.7 We will establish connections with local community groups, organisations, and Indigenous communities to collaborate on initiatives that promote diversity, inclusivity, and address racial issues.
- 2.8 Parade College – RTO Division encourages open discussions and dialogue about racism, diversity, and inclusion within the RTO.

Harassment

- 3.1 Parade College – RTO Division is committed to providing all people with an environment free from all forms of harassment. Parade College – RTO Division will not tolerate any behaviour that harms, intimidates, threatens, victimises, offends, degrades or humiliates another person.

Fairness

- 4.1 The principles and practices adopted by Parade College – RTO Division aim to ensure, that current and prospective students, clients and other stakeholders are treated fairly and equitably in their dealings with Parade College – RTO Division.
- 4.2 Parade College – RTO Division aims to provide open, fair, clear and transparent policies and procedures for use by staff and students.
- 4.3 Parade College – RTO Division has fair and equitable processes for selecting students for enrolment into its courses. Decisions about student selection are based on clearly defined entry requirements. Students will be selected on merit, based on the course's publicised criteria. Entry requirements as well as application and enrolment procedures are published in Parade College – RTO Division's marketing materials such as course guides and website.
- 4.4 All people will be treated courteously and expeditiously throughout the process of enquiry, selection and enrolment and throughout their participation in a course.

Modern slavery

5.1 Modern slavery, as defined, encompasses severe exploitation and control of individuals, often involving coercion, force, or deceit, with the intent of exploiting them economically or sexually. This term characterizes contemporary forms of slavery present in the world today.

5.2 Various manifestations of modern slavery include:

- a. Forced labor: Involves individuals coerced into working under threats of harm or punishment, often linked to debt bondage, human trafficking, or exploitation across industries like agriculture, construction, manufacturing, or domestic labor.
- b. Human trafficking: Encompasses recruitment, transportation, transfer, or harboring of individuals through coercive means for exploitation, which can encompass forced labor or sexual exploitation.
- c. Debt bondage: Arises when individuals are forced into labor to repay insurmountable debts, trapping them in exploitative situations where debt increases due to inflated charges or interest rates.
- d. Child labor: Entails involving children in harmful work that jeopardizes their well-being, denying them education and exposing them to perilous or exploitative conditions.
- e. Sexual exploitation: Involves forcing or coercing individuals, often women and children, into unwanted sexual activities, including prostitution, pornography, or sex trafficking.
- f. Forced marriage: Occurs when individuals, particularly women and girls, are compelled into marriages without their informed consent, often leading to abuse and exploitation.

5.3 Modern slavery infringes upon fundamental human rights. Parade college RTO Division advocates ethical business practices to combat this issue and safeguard the rights and dignity of individuals.

5.4 Parade College will equip its staff with foundational knowledge about modern slavery to empower them to actively combat this problem. A culture of vigilance, responsibility, and accountability is fostered, encouraging staff to voice concerns, report issues, and contribute to parade college endeavours in eradicating modern slavery.

Exclusion from Services

6.1 A person may not be permitted access to training services if:

- a) They have a criminal history which impacts on the requirements of the course or vocation of the area being studied.
- b) The student requires delivery in a language other than that being offered by Parade College – RTO Division in accordance with the related Training Package.
- c) The student requires special services or facilities and provision of such would cause unjustifiable hardship to the organisation.

Equity in Access

7.1 Parade College – RTO Division provides equity in access to the level of training and support required by each student. All students are supported in a manner that enables them to achieve their full potential and success in their training outcomes. All students are provided with opportunities to develop and successfully gain skills, knowledge and experience through education and training.

- 7.2 Parade College – RTO Division provides equitable access to training and education services by:
- a) Offering culturally appropriate teaching resources that are relevant to participant needs and circumstances.
 - b) Referring students to support and counseling services where needed.
 - c) Offering a wide range of course and learning options.
 - d) Assisting students to arrange additional services if required such as interpreters or trained note takers.
 - e) Providing courses that are self-paced and flexibly delivered.
 - f) Encouraging participants to be involved in their own feedback and decision making processes regarding realistic goals and progress.

Support Services

8.1 General learning support is available to assist students with any aspect of learning and assessment and includes assistance for students from non-English speaking backgrounds. Where the required support is beyond the scope of Parade College – RTO Division, students will be provided with the contact details of relevant external agencies.

NB For Parade College – RTO Division students any costs incurred as a result of consulting with an external agency will be met by the student’s parent or guardian. For external students undertaking VET courses at Parade College – RTO Division students any costs incurred as a result of consulting with an external agency will be met by the home school or referring agency.

For more detailed information regarding support services offered by the RTO Division at Parade College, please consult the Student Support Policy and Procedure.