

ACCESS AND EQUITY POLICY

POLICY

ICHM is proactive in supporting fair access to educational opportunities and ensuring that all students have the opportunity to achieve according to their own individual potential. ICHM is committed to promoting, encouraging and valuing equity and diversity in regard to its staff and students.

ICHM is committed to increasing access for people from specific client groups such as:

- Aboriginal and Torres Strait Islanders
- South Sea Islanders
- People with disabilities
- Women
- Diverse cultural backgrounds

ICHM will, at all times:

- Provide an environment of support and care for students
- Encourage cultural understanding and sensitivity
- Encourage early identification and intervention to support students
- Seek to ensure that practices are non-discriminatory and pay due consideration to the needs of all groups
- Evaluate all educational processes to ensure that they are inclusive and value students from a diverse background
- Ensure all policies and procedures are non-discriminatory
- Provide students with information about access and equity issues and the complaints resolution process

ICHM requests that students declare if they are in need of specific assistance with regard to language, literacy and numeracy so that specific learning support may be provided. Alternative learning and assessment strategies are employed by ICHM staff to assist students with special needs.

RELEVANT LEGISLATION

ICHM acknowledges its legal obligation under Federal and State legislation to ensure that all working and teaching practices are fair, equitable and non-discriminatory. The Equal Opportunity Act 1984 (SA), Racial Discrimination Act 1975 (Federal), the Sex Discrimination Act 1984 (Federal) and the Disability Discrimination Act 1992 (Federal) makes discrimination and harassment in the provision of education, employment and the provision of goods and services unlawful.

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The Equal Opportunity Act makes it unlawful for anyone to be treated unfairly or discriminated against on the grounds of sex, sexuality, race, physical, intellectual impairment or age. Equal Opportunity law also makes lawful the establishment of special processes, measures or schemes, for the benefit of employees or students from equity targeted groups, which are designed to correct past disadvantages.

The Public Sector Management Act 1995 promotes the development of a diverse and non-discriminatory work environment and requires that employees treat the public and other employees with respect and courtesy, and conduct themselves in a public manner which will not reflect adversely on the public sector or other employees.

The Technical and Further Education Act 1976, requires that employees and students conduct themselves appropriately.

The Occupational Health, Safety and Welfare Act 1986 also requires that all employees and students be provided with a safe and healthy working and learning environment free from discrimination and/or harassment.

PROCEDURE

All ICHM staff members are responsible to ensure that they understand and implement this policy and behave in a courteous, sensitive and non-discriminatory manner when dealing with other staff, students and clients.

Likewise, all ICHM students are responsible for behaving in a courteous, sensitive and non-discriminatory manner when dealing with staff, other students and clients.