Access and Equity Policy

Preamble

Federal and State legislation require educational facilities to ensure that all working and teaching practices are fair, equitable and non-discriminatory. AFTA Travel & Tourism College NSW (“the college”) access and equity policy acknowledges such Federal legislation as the Racial Discrimination Act (1975), the Sex Discrimination Act (1984) and the Disability Discrimination Act (1992). These make discrimination and harassment in the provision of education, employment and the provision of goods and services unlawful. In addition, the access and equity policy also aims to adhere to the Equal Opportunity Act 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.

The college also acknowledges its responsibilities under state legislation, the Occupational Health, and Safety Act, 1986 NSW) and the Occupational Health and Safety Regulation 2001 (NSW) requires that all employees and students be provided with a safe and healthy working and learning environment.

Policy

The college interprets this legislation to mean that staff and students should have a working and learning environment free from discrimination and/or harassment.

The college supports the principles of equal and fair access to educational opportunities and strives to provide students with the opportunity to achieve their potential. The college has a strong commitment to promote equity and diversity in its staff and students.

AFTA Travel & Tourism College NSW is committed to access and equity principles and processes in the delivery of its services and working environment in accordance with the:
- Human Rights and Equal Opportunity Act 1986,
- Racial Discrimination Act 1975, Sex Discrimination Act 1984,

The college is committed to increasing access for people from groups such as:
- International students
- Aboriginal and Torres Strait Islanders
- South Sea Islanders
- People with disabilities

The college endeavours to ensure that:
- an environment of support and care for students is provided
- cultural understanding and sensitivity inform the teaching and support of the students
there is early identification of students at risk and support is provided for such students
- practices are non-discriminatory and address the needs of all groups
- all education processes are inclusive
- all education processes value students from a diverse background
- all policies and procedures are non-discriminatory and inclusive
- students are provided with information about access and equity issues and the complaints resolution process

The college requests that students 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 (See LNN document). The college teaching and training staff endeavours to apply alternative learning and assessment strategies to assist students with special needs.

The college promotes the development of a diverse and non-discriminatory work environment and requires that employees treat students, other employees and visitors to the college with respect and courtesy, and conduct themselves in a manner, which will not reflect adversely on the college or on other employees.

Implementation

It is the responsibility of all staff to ensure that they understand and implement this policy and behave in a respectful and non-discriminatory manner when dealing with other staff, students and visitors to the School.

Similarly all the college’s students are required to behave in a respectful and non-discriminatory manner when dealing with staff, other students and visitors.

The college’s staff are informed and provided with a copy of this policy as a part of the staff orientation process. Copies of this policy are available in the AFTA Travel & Tourism College NSW Policies and Procedures Manual.

Policy Review

The policy will be reviewed through consultation at management and staff meetings.