

Access and Equity

Policy

The principal role of the Access and Equity Policy is to promote full and equal participation of all students and staff at Carrick and to foster an environment free of discrimination and harassment.

Guidelines

- 1.0 Carrick is committed to effecting change that promotes equality of opportunity for all. The Access and Equity policy is guided by the following principles:
 - i. That all staff and students have a right to equality of opportunity.
 - ii. That there is recognition of, respect for and promotion of diversity within our community.
 - iii. That there is encouragement of initiatives to effect change.
 - iv. That while some people clearly need our advocacy, we support and encourage people on the journey of self-determination and self advocacy (empowerment).
 - v. That everybody has a right to participate in decisions that affect their lives.

- 2.0 Carrick upholds the principle that all applicants seeking to enrol are treated fairly and equitably including:
 - (a) All students who are, or would be, entitled to VET FEE-HELP/FEE-HELP assistance under clause 43 of the Schedule 1A of the Act: *refer (5.6 below) and
 - (b) All persons seeking to enrol with Carrick Institute of Education in a VET unit of study that meets the course requirements under subclause 45 (1) of Schedule 1A of the Act and who are or would be, entitled to VET FEE-HELP/FEE-HELP assistance under clause 43 of Schedule 1A of the Act.*(5.6 below)

- 3.0 Carrick has open, fair, clear and transparent procedures that are based on clearly defined entry criteria for making decisions about the selection of students. Students will be selected on merit based on the published criteria. Carrick will ensure that throughout the process of selection and admission, applicants are treated courteously and expeditiously.
 - 3.1. Entry criteria and application procedures are published in the Carrick Brochure and on the website for the information of students and those seeking to enrol.

The opportunities and benefits of Commonwealth assistance will be made equally available to all eligible students upon enrolment.

4.0 The Student Services Manager in conjunction with the Student Services Department provides information at orientation on the following services:

- i. Disability Services
- ii. Harassment and Discrimination Complaints
- iii. Equal Opportunity for Women
- iv. Equal Employment Opportunities
- v. Indigenous People
- vi. People from non-English speaking background
- vii. People in rural and remote areas

5.0 The Student Services Department and Human Resources Department ensure that the structures and practices of Carrick are in line with state and national legislation regarding all areas of Equal Opportunity, including sex discrimination, racial discrimination, disability discrimination and Equal Opportunity for women in the workforce, in particular by supervising the incorporation of the principles of state and national legislation into Carrick policy. Carrick also refers to the Access and Equity policy when complying with state and national education standards. (ESOS Act 2000, The National Code 2007, AQTF Essential Standards for Registration 2007)

5.1. Sex Discrimination Act, 1984 (Cth)

http://www.austlii.edu.au/au/legis/cth/consol_act/sda1984209/

5.2. Disability Discrimination Act, 1992 (Cth)

http://www.austlii.edu.au/au/legis/cth/consol_act/dda1992264/

5.3. Workplace Relations Act, 1996 (Cth)

http://www.austlii.edu.au/au/legis/cth/consol_act/wra1996220/

5.4. Fair Work Act, 2009 (Cth)

http://www.austlii.edu.au/au/legis/cth/consol_act/rda1975202/

5.5. Racial Discrimination Act, 1975 (Cth)

http://www.austlii.edu.au/au/legis/cth/consol_act/fwa2009114/

5.6 Higher Education Support Act 2003

[http://www.comlaw.gov.au/comlaw/Legislation/ActCompilation1.nsf/0/91FD9474C87B50A0CA256F85000DEF57/\\$file/HigherEducationSupport2003WD02.pdf](http://www.comlaw.gov.au/comlaw/Legislation/ActCompilation1.nsf/0/91FD9474C87B50A0CA256F85000DEF57/$file/HigherEducationSupport2003WD02.pdf)

- 6.0 Equity issues regarding staff are discussed at a management level whilst updates and changes to equity legislation are communicated via the Human Resources Department.
- 7.0 Equity issues regarding students are dealt with in accordance with the SMP 9 Complaints and Appeals Procedure or CHESMP 40 Grievance Handling & Resolution Policy & Procedure.

Related Policies

AP 3 Compliance Responsibilities
HR 1 Code of Practice
SMP 9 Complaints and Appeals Procedure
CHESMP 40 Grievance Handling & Resolution Policy & Procedure

Policy Locations

P: Drive
MyCarrick