

ACCESS AND EQUITY Policy



RESPONSIBLE COMMITTEE:	Institute Council
CATEGORY:	Institute Governance
DATE APPROVED BY COUNCIL:	28 May 2003
DATE OF NEXT REVIEW:	May 2006
RELATED POLICIES AND DOCUMENTS:	Equal Opportunity Guidelines Harassment Prevention Guidelines Access and Equity/Contact Officers Guidelines Student Selection Policy and Procedures Staff Appointment Policy and Procedures Relevant legislation as listed

Introduction

South West Institute of TAFE endorses and abides by the relevant legislation in regard to the promotion of equal opportunity for all persons. This forms the basis for the recruitment, development, and promotion of all staff and in the selection and education of all students.

The Institute believes that as an employer and educator it has a responsibility to eliminate any source of discrimination on the basis of any factors not related to work or student performance.

Relevant legislation

South West TAFE recognises that as a tertiary education institution, its policies and practices will meet the requirements of equal opportunity and anti-discrimination legislation, in particular:

- [The Equal Employment Opportunity Act 1987 \(Cmth\)](#) requires certain Commonwealth authorities to promote equal opportunity in employment for women and persons in designated groups. It also prohibits the exclusion or preference of a person on the basis of race, colour, national or ethnic origin, nationality, sex, marital status, pregnancy, breastfeeding, transsexuality, age, sexual preference, status as a parent or carer, political conviction, religious belief, social origin or impairment.
- [The Equal Opportunity Act 1995 \(Vic\)](#) prohibits discrimination on any of the following: sex; sexuality; transsexuality; marital status; status as a parent or carer; pregnancy; race; religion or political conviction; impairment; membership or non-membership of an association or organisation of employers or employees; age; profession, trade, occupation or calling; or association.
- [Human Rights and Equal Opportunity Commission Act 1986 \(Cmth\)](#) (as amended) prohibits distinctions, exclusions or preferences on the grounds of: race; colour; sex; religion; political opinion; national extraction; social origin; age; medical record; criminal record; impairment; marital status; mental, intellectual or psychiatric disability; nationality; physical disability; sexual preference, or trade union activity.
- [The Racial Discrimination Act 1975 \(Cmth\)](#) (as amended) prohibits consideration of race, colour, descent or national or ethnic origin as grounds for discrimination.
- [Racial and Religious Tolerance Act 2002 \(Vic\) \(RRTA\)](#) prohibits conduct that incites hatred against, or serious contempt for, a person's racial or religious background. The Act covers public behaviour, including internet and email, which have the effect of inciting hatred, serious contempt for, or severe ridicule of people's racial or religious backgrounds and practices.
- [The Sex Discrimination Act 1984 \(Cmth\)](#) (as amended) makes it unlawful to take into account sex, marital status or pregnancy in employment and in the provision of education, goods and services and accommodation. The Act also defines sexual harassment and renders such behaviour unlawful in employment and in education.
- [The Disability Discrimination Act 1992 \(Cmth\)](#) (as amended) aims to ensure that people with disabilities have the same rights and opportunities as all other Australians. The Act provides people with an opportunity to respond to unfair treatment because of disability.