

# Australian College of Business Intelligence

## Access and Equity Policy

Policy and Procedures Manual

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### Issue History

Date	Revision Details
8/6/18	Initial Policies based on changes of the National Code 2018

## 1. Introduction

The Australian College of Business Intelligence aims to maintain an Access and Equity Policy that acknowledges the Australian Federal Law and the Anti-Discrimination Acts in New South Wales that would deem discrimination and harassment in employment and/or within the provision of education unlawful. Especially being a College enriched in such diversity and culture, this policy has very much been embedded into the goals of the College.

## 2. Definitions

<b>Anti-Discrimination Act 1977 (NSW)</b>	State legislation aimed to alleviate discrimination within the workplace
<b>Access</b>	Opportunity to obtain or retrieve
<b>Discrimination</b>	Unjust or prejudicial treatment of different people as a result of their race, age, sex, sexuality etc.
<b>Equity</b>	Being impartial and fair

## 3. Policy

Australian College of Business Intelligence intend for staff, students and members of the College to be able to work and learn in an environment that is void from unequal behavior that such as harassment and discrimination. The College will endeavor to achieve such an environment through providing fair and equal access to opportunities to education.

The College encourages new students to note in their enrolment if they are in need of any assistance with language, literacy or numeracy difficulties in order for the College to cater to this. As well as this, any physical needs should also be advised to the College.

### College will continue to provide:

- An environment where students, staff or employees of the College have equal access to support care
- Spread an understanding of the College's cultural diversity
- Seek an early identification of students at risk of discrimination and/or harassment
- Practices that do not involve discriminatory behavior
- All education is inclusive and value students of all diverse backgrounds
- All policies and procedures do not involve discrimination
- Employees and students are aware of the access and equity issues and are provided with the appropriate complaints resolution procedure

It is required that all staff members understand and instill this policy and act in a manner that is respectful and non-discriminatory to other people whether they are a fellow staff member or student. Students also hold a responsibility to act respectfully and non-discriminatorily to others. Both staff and students have access to this policy and should be informed.