

Purpose

This Policy supports VFA Learning's provision of a physical, working, learning and social environment that enables and enhances the educational and employment experience of students with a disability on the same basis as other members of the community, in an environment that values diversity, is free from harassment and unlawful discrimination and promotes equality of opportunity.

All staff and contractors employed or engaged by VFA Learning are expected to comply with this policy.

Policy

1. Our Commitment

1.1 VFA Learning is committed to promoting and implementing the principles of:

- Disability Discrimination Act (1992) (Cth);
- Disability Standards for Education (2005) (Cth);
- Age Discrimination Act (2004) (Cth);
- Sex Discrimination Act (1984) (Cth);
- Anti-Discrimination Act (1977);
- Fair Work Act (2009) (Cth); and
- Disability Services Act (1993).

1.2 This Policy outlines the rights and responsibilities of staff and students in relation to:

- students who have a disability, either temporary or permanent;
- associates of students who have a disability, including carers; and
- VFA Learning's application of the principle of reasonable adjustment to ensure fair and inclusive treatment for students who have a disability.

1.3 VFA Learning does not discriminate against people on the basis of age, race, colour, religion, ancestry, national origin, age, gender, sexual orientation, marital status, veteran status or physical or intellectual disability in the recruitment of students or the implementation of its policies, procedures and activities. Sexual harassment is prohibited.

1.4 VFA Learning is committed to:

- providing equal opportunity and promoting inclusive practices and processes for all students and clients within the limits of its resources; and
- integrating the principles of access and equity in its policies and procedures for students, clients and stakeholders.

1.5 These principles are applied in the development and implementation of all learning and assessment strategies and the process in which students are supported in their enrolment and progression.

1.6 The student recruitment and admission process is bias-free and non-discriminatory.

Access and Equity Policy & Procedure



- 1.7 Admission to courses and programs is based solely on the applicant meeting published entry criteria and the availability of places.
- 1.8 Students with identified needs are consulted with in relation to their study requirements and support prior to and throughout their enrolment.
- 1.9 The curriculum and course design is flexible and is inclusive of a range of student needs and avoids non-inclusive and discriminatory language and examples.
- 1.10 The assessment process is fair, valid, reliable and consistent in relation to entry, recognition and progression through the subject or course.
- 1.11 All students are provided with adequate information on course and subject assessment prior to enrolment in the course.
- 1.12 Students have the right to appeal an assessment or recognition decision.
- 1.13 VFA Learning provides reasonable accommodation within the learning environment for students with special needs through a range of services such as, (but not limited to): reasonable adjustment, special consideration, physical access to premises and literacy, numeracy and counselling services.
- 1.14 Grievances and appeals are addressed through an appropriate structure in a fair and equitable manner.
- 1.15 Adaptive technology is investigated, developed and made available where possible.

2. Other Related Legislation

Laws and guidelines related to access and equity are available from the related Acts below:

- Disability Standards for Education (2005)
- Disability Discrimination Act (1992)
- Human Rights and Equal Opportunity Commission Act (1986)
- Age Discrimination Act (2004)
- Racial Discrimination Act (1975)
- Sex Discrimination Act (1984)

Access and Equity Policy & Procedure



Related Documents

POLICY & PROCEDURE Application and Student Enrolment
POLICY & PROCEDURE Complaints and Appeals
SUPPORTING DOCUMENT Student Handbook
SUPPORTING DOCUMENT Staff Handbook

Responsible Officer

The responsible officer for the implementation and training for this Policy and Procedure is the Manager, Contracts and Compliance.

Publishing details

Document Name	Access & Equity
Approved by	Manager, Contracts and Compliance
Date of Approval	20 January 2017
Student Experience Framework Stage	Sowing the Seed
Student Experience Framework Step	Establish Eligibility & Suitability
Version	2
Summary of content (new) or amendments (revised)	Further detail about VFA Learning's commitment to Access & Equity, in particular through its student selection and enrolment processes.
Next Review Date	20 January 2018