



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. The access and equity policy at Rosehill College (the College) 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.

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 the promotion of equity and diversity in regard to its staff and students.

The College endeavours to ensure that:

- an environment of support and care for staff and students is provided
- cultural understanding and sensitivity inform the teaching and support of the staff and 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
- staff and students are provided with information about access and equity issues and the complaints resolution process.

The College requests that new 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 policy). The College academic staff endeavour to apply alternative learning and assessment strategies to assist students with special needs. The College endeavours to meet student's physical needs where possible. Students with specific physical needs are advised to contact the College before applying.

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.

The College also acknowledges its responsibilities under the *Work Health and Safety Act 2011 (Cth)*, *Work Health and Safety Act 2011 (NSW)*, to ensure that all employees and students are provided with a safe and healthy working and learning environment.

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 College.

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

All staff are informed and provided with access to a copy of this policy as a part of the staff orientation process. Copies of this policy are available in the Rosehill College Policies and Procedures Manual, on the staff intranet and the College website.