

Access, Equity and Anti-discrimination Policy and Procedures



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Purpose

The purpose of this policy is to outline Sporting Shooters Association of Australia (Victoria)'s commitment to access, equity and anti-discrimination principles.

It guides Sporting Shooters Association of Australia (Victoria)'s compliance with *The Disability Standards for Education 2005*, and *The Disability Discrimination Act 1992*. It therefore contributes to Sporting Shooters Association of Australia (Victoria)'s compliance with Condition 3 of the AQTF, which requires that the RTO complies with all relevant legislative and regulatory requirements and informs staff and students of those requirements which impact them.

This policy applies to the Sporting Shooters Association of Australia (Victoria)'s liaison with all students, prospective students, employers, prospective employers, host workplaces, staff and partner organisations.

Definitions

AQTF means the AQTF Essential Standards of Continuing Registration 2010

Discrimination means to treat a person differently because of on the basis of age, colour, race, gender, religious or political conviction, sexuality, ability or disability, location, family responsibilities, membership or non-membership of an association or for any other stereotypical or illegal reason

Disability, has the meaning given to it in the *Disability Standards for Education 2005*, as follows...
'in relation to a person, means:

- (a) total or partial loss of the person's bodily or mental functions; or
 - (b) total or partial loss of a part of the body; or
 - (c) the presence in the body of organisms causing disease or illness; or
 - (d) the presence in the body of organisms capable of causing disease or illness; or
 - (e) the malfunction, malformation or disfigurement of a part of the person's body; or
 - (f) a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
 - (g) a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour;
- and includes a disability that:

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- (h) presently exists; or
- (i) previously existed but no longer exists; or
- (j) may exist in the future; or
- (k) is imputed to a person.'

Policy

Sporting Shooters Association of Australia (Victoria) is committed to ensuring that:

- Access and equity principles are applied to all aspects of its operations, promoting full and equal opportunities for all students, prospective students and other clients.
- No person is discriminated against, harassed or treated unfairly in their dealings with Sporting Shooters Association of Australia (Victoria).
- Each student has access to the level of support required to enable them to reach their full potential without it causing unjustifiable hardship to the organisation.
- It complies with relevant Equal Opportunity legislation and Discrimination Acts.

1. Diversity

- Sporting Shooters Association of Australia (Victoria) recognises and values the individual differences of its students and the community and recognises that students come into its programs with a wealth of personal knowledge and life experiences.
- Sporting Shooters Association of Australia (Victoria) recognises that diversity is an opportunity to enrich and extend opportunities for all, by creating an inclusive environment for all people regardless of their background. This is ensured by:
 - providing a welcoming and supportive training community
 - offering flexibility in the way in which training and assessment is provided
 - providing adjustments to training and assessment activities within reason
 - having transparent student and staff recruitment and selection procedures
 - determining the needs of all individuals upon engagement with the organisation
 - providing students, staff and clients access to a range of support services.

2. Discrimination

- In accordance with legislation, no person or organisation will be treated unfairly or discriminated against, on the basis of age, colour, race, gender, religious or political conviction, sexuality, ability or disability, location, family responsibilities, membership or non-membership of an association or for any other stereotypical or illegal reason.

3. Reasonable adjustments

- In order to avoid discrimination against disabled persons, Sporting Shooters Association of Australia (Victoria) will make reasonable adjustments to its processes where necessary to afford person who has a disability access to its courses and facilities on the same basis as a person without a disability. This includes in relation to the admission or enrolment processes, course or program delivery, or use of its facilities or other services.

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- Reasonable adjustments should fairly consider the the interests of all parties affected. Therefore should consider:
 - The nature of the student/prospective student’s disability
 - The student/prospective student’s ability to achieve the learning outcomes
 - The student/prospective student’s ability to participate in the services or programs
 - Independence
 - The effects on other parties including Sporting Shooters Association of Australia (Victoria), staff and other students.
 - The costs and benefits of making the adjustment.

An independent expert assessment may be required to determine what adjustments are reasonable and necessary, and if and when the assessment may need to be reviewed.

4. Harassment

- Sporting Shooters Association of Australia (Victoria) is committed to providing all people with an environment free from all forms of harassment. Sporting Shooters Association of Australia (Victoria) will not tolerate any behavior that harms, intimidates, threatens, victimises, offends, degrades or humiliates another person.

5. Fairness

- The principles and practices adopted by Sporting Shooters Association of Australia (Victoria) aim to ensure, that current and prospective students, clients and other stakeholders are treated fairly and equitably in their dealings with Sporting Shooters Association of Australia (Victoria).
- Sporting Shooters Association of Australia (Victoria) aims to provide open, fair, clear and transparent policies and procedures for use by staff and students.
- Sporting Shooters Association of Australia (Victoria) has fair and equitable processes for selecting students for enrolment into its courses. Decisions about student selection are based on clearly defined entry requirements. Students will be selected on merits, based on the course’s publicised criteria. Entry requirements as well as application and enrolment procedures are published in Sporting Shooters Association of Australia (Victoria)’s marketing materials, course guides and on the organisation’s website.
- All people will be treated courteously and expeditiously throughout the process of enquiry, selection and enrolment and throughout their participation in a course.

6. Exclusion from services

- A person may not be permitted to access Sporting Shooters Association of Australia (Victoria)’s services if any of the following apply:
 - they have a criminal history that impacts on the requirements of the course or vocation of the area being studied.
 - the student requires delivery in a language other than that being offered by Sporting Shooters Association of Australia (Victoria) in accordance with the related Training Package.

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- the student requires special services or facilities and provision of such would cause unjustifiable hardship to the organisation.

7. Equity in access

- Sporting Shooters Association of Australia (Victoria) provides equity in access to the level of training and support required by each student. All students are supported in a manner that enables them to achieve their full potential and success in their training outcomes. All students are provided with opportunities to develop and successfully gain skills, knowledge and experience through education and training.
- Sporting Shooters Association of Australia (Victoria) provides equitable access to training and assessment services by:
 - offering culturally appropriate training and assessment resources that are relevant to student needs and circumstances;
 - referring students to support and counseling services where needed;
 - offering a wide range of course and learning options;
 - assisting students to arrange additional services if required such as interpreters or trained note takers;
 - providing courses that are self-paced and flexibly delivered;
 - encouraging students to be involved in their own feedback and decision making processes to ensure realistic training goals and progress.

8. Support services

- Support services will be provided to all students who require them. Please refer to Sporting Shooters Association of Australia (Victoria)'s *Student Learning and Support Policy & Procedures*.

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