

# AUSTRALIAN COLLEGE OF APPLIED ANIMAL STUDIES

## Policy and Procedure – Access and Equity

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### Section 1 – POLICY

#### STATEMENT –

Australian College of Applied Animal studies 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.

#### RELEVANT LEGISLATION

ACAAS recognises that, as an education provider, 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.

## PROCEDURE

The Australian College of Applied Animal Studies has an unreserved commitment to the principle of access and equity in vocational educational and training that gives practical expression to the Australian National Training Authority goal of improving the knowledge skills, and quality of life for Australians, having regard for the particular needs of target groups.

In keeping with this commitment Australian College of Applied Animal Studies will strive to ensure that programs and services are relevant, assessable, fair and inclusive by:

- Promoting programs to the community in a manner that includes and reflects the client base and ensures that all prospective students are well informed on the options available to meet their individual training needs
- Encouraging students from all walks of life to participate in animal care activities
- Increasing the skills base of the community
- Undertaking to eliminate policies, practices, structures, assumptions and behaviours that may contribute to the disadvantages suffered by under-represented groups
- Collecting data on customer satisfaction with service quality
- Consulting with the students and the community in order that a wide range of views are available for key planning and decision making processes.

## Section 3 – Supporting Documentation

Form	Location	Document Type

## Section 4 – Governance

Person responsible for this policy	Director of Training - ACAAS
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### Version Control

Version number	Approval date	Approved by	Amendment
2	Feb 2011	E Gibbs	Reflect AQTF 2010