

Wyndham Community and Education Centre Inc Policy

Policy name	Access and Equity
Responsible person	CEO
Staff involved	Committee of Management, All staff and volunteers
Review dates	2012
Related documents	Constitution, Statement of Purpose, Vision Statement, Complaints and Appeals Policy and Procedure, OH&S Policy, Harassment, Victimisation and Bullying Policy, All codes of conduct. Legislation: (Commonwealth) Human Rights and Equal Opportunity Act 1986, Racial Discrimination Act 1975 and 1983, Sex Discrimination Act 1984, (Commonwealth) Equal Opportunity Act 1995, Disability Act 2006, Disability Action Plan.

This policy and the underpinning policies related to it are designed to ensure that all users of the Wyndham Community and Education Centre Inc (WCEC) have the best possible access to the services provided.

WCEC is committed to providing all students with equal opportunity to pursue their training and development. This policy is to be used by WCEC to integrate access and equity principles into all training and assessment activities it conducts.

The aim of the policy is to remove barriers and to open up developmental opportunities for all students by creating a workplace and training environment that is free from discrimination, harassment, bigotry, prejudice, racism, and offensive behaviour.

All students will receive fair and equitable treatment in all aspects of training and employment without regard to political affiliation, race, colour, religion, national origin, sex, marital status or physical disability.

WCEC recognises the rights of the local community to have access to its facilities and services including:

- Equity for all people through the fair and appropriate allocation of resources;
- Equality of opportunity for all people without discrimination;
- Access for all people to appropriate quality training and assessment services; and,
- Increased opportunity for people to participate in training.

WCEC embraces the concept of access and equity to ensure that its clients, particularly disadvantaged groups such as:

- Aboriginal and Torres Strait Islanders;
- Culturally and Linguistically diverse learners;

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- Learners with a disability;
- Women;
- Long Term Unemployed; and,
- Other disadvantaged groups who are given fair access to the Centre's activities.

All trainers/assessors are responsible to observe and be advocates for the policy.

This policy will be widely disseminated in the organisation.

WCEC's policies and procedures will be monitored and reviewed to ensure that they recognise and incorporate the rights of individuals.

WCEC's CEO will be the person responsible for the implementation and maintenance of the policy.

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