



## Access and Equity

**Last updated :**

22 September 2014

**CEO Approval:**

**Lisa Materano (original signed)**

This policy covers SNR 16.

This policy commences from Version 1.0 from 22 September 2014.

**Purpose/Aim:**

To ensure that staff and students are aware of their obligations and that Blended Learning International applies access and equity principles in all its operations.

**Scope:**

Blended Learning International is committed to providing equal opportunity and promoting inclusive practices and processes and integrating the principles of access and equity in its policies and procedures.

This policy states how Blended Learning International Pty Ltd will provide inclusive education services and a learning environment that is free from discrimination, harassment and victimisation.

This policy relates to the provision of all education and support services by Blended Learning International to students. In addition, all Blended Learning International personnel are obliged to comply with this policy.

**Legislation:**

Australian federal and state legislation makes it unlawful for organisations to discriminate against people on the basis of their age, gender, race, marital status, sexuality, or physical or intellectual disability.

The following legislation underpins all matters related to access and equity at Blended Learning International:

- Human Rights and Equal Opportunity Act 1986
- Anti Discrimination Act 1977
- Age Discrimination Act 2004 (Cwth)
- Disability Discrimination Act 1992
- Disability Standards for Education 2005
- Racial Discrimination Act 1975
- Racial Hatred Act 1995
- Sex Discrimination Act 1984

**Access and equity principles:**

Blended Learning International applies the following principles in the development and implementation of all learning and assessment strategies.

To ensure that the student recruitment and admission process is bias-free and non-discriminatory, Blended Learning International:

- uses the same recruitment and admission process for all applicants
- bases admission to courses and programs solely on availability of places and the applicant satisfying course entry requirements
- provides applicants with adequate information and support to enable them to
- select the most suitable program for their needs

To ensure that the learning environment is free from harassment, discrimination and victimisation, Blended Learning International specifies standards of behaviour expected from students and staff. Details are included in the Pre-Enrolment information.

## Policy and Procedure

1. BLI Director assigns a member of staff to the responsibility of incorporation of the Multicultural Access and Equity Policy Toolkit from Australian Government Department of Social Services. <https://www.dss.gov.au/our-responsibilities/settlement-and-multicultural-affairs/programs-policy/access-and-equity/multicultural-access-and-equity-policy-toolkit>
2. This section covers, but is not limited to, the following groups who may face disadvantage:
  - a. People Living with a disability
  - b. Indigenous people
  - c. Woman
  - d. People from non-English speaking background and
  - e. People in rural and remote areas
3. Blended Learning International informs prospective and new member of the company access and equity policy and provides access to a copy of the Multicultural Access and Equity Policy Toolkit from Australian Government Department of Social Services. <https://www.dss.gov.au/our-responsibilities/settlement-and-multicultural-affairs/programs-policy/access-and-equity/multicultural-access-and-equity-policy-toolkit> to new employees at the point induction.
4. Reference to the equity in the Multicultural Access and Equity Policy Toolkit from Australian Government Department of Social Services. <https://www.dss.gov.au/our-responsibilities/settlement-and-multicultural-affairs/programs-policy/access-and-equity/multicultural-access-and-equity-policy-toolkit> and the company commitment to all its clients is detailed at the company-wide induction sessions for new employees
5. Details of the company's commitment to the Multicultural Access and Equity Policy Toolkit from Australian Government Department of Social Services. <https://www.dss.gov.au/our-responsibilities/settlement-and-multicultural-affairs/programs-policy/access-and-equity/multicultural-access-and-equity-policy-toolkit> are advised to all Blended Learning International staff, students and contractors.