

1. Policy

What is Access and Equity?

This policy is to promote fair and equal access, for all Candidates and potential Candidates, regardless of characteristics such as their gender, sexuality, race, nationality, ethnic background, age, marital status, religion, pregnancy, political convictions, physical disability or intellectual impairment.

This policy seeks to create a training and education environment free from all forms of discrimination and harassment, including sexual harassment, and which enables all Candidates to understand the education program in which they are enrolled/wishing to enroll to their full potential. Access and equity cover three broad areas:

Discrimination, Harassment and Affirmative Action. Each of these areas is supported by legislation at the State or Federal level; this includes but is not limited to the following:

Federal Legislation:

- Age Discrimination Act 2004 (Cth);
- Australian Human Rights Commission Act 1986 (Cth);
- Disability Discrimination Act 1992 (Cth);
- Racial Discrimination Act 1975 (Cth);
- Sex Discrimination Act 1984 (Cth);
- Work Place Gender Equality Act 2012 (Cth); and
- Fair Work Act 2009 (Cth).

State Legislation:

- **Victoria Equal Opportunity Act 1995 (VIC); and**
- *Australian Capital Territory Discrimination Act 1991 (ACT);*
- *New South Wales Anti-Discrimination Act 1977 (NSW);*
- *Northern Territory Anti-Discrimination Act 1996 (NT);*
- *Queensland Anti-Discrimination Act 1991 (QLD);*
- *South Australia Equal Opportunity Act 1984 (SA);*
- *Tasmania Anti-Discrimination Act 1998 (TAS);*
- *Western Australia Equal Opportunity Act 1984 (WA).*

2. Scope

TLC Learning Academy Pty Ltd is an equal opportunity employer and is committed to developing policies and practices that eliminate discrimination and harassment in the workplace and its education, training and development programs, and in the provision of its services.

TLC Learning Academy has a legal responsibility to ensure that all reasonable steps have been taken to prevent discrimination and harassment from occurring in the workplace and training environment.

TLC Learning Academy is committed to providing a fair and equitable learning and working environments for all Candidates and TLC Learning Academy Personnel. In offering education program(s) as part of TLC Learning Academy Registered Training Organization (RTO) status we aim to provide learning programs and pathways where program design, course content, training facilities and all aspects of the training and assessment process are available in a way that allows equality of educational opportunity to all Candidates.

3. Policy Statement

Access and Equity ensure fairness and can be achieved through practices that are free from bias or discrimination. It provides individuals with the opportunity to access, participate in, and, achieve outcomes of vocational education and training.

The Manager – TLC Learning Academy will be responsible for the implementation of the above Access and Equity legislation and timely distribution to its employees and clients.

All new employees employed under TLC Learning Academy will be required to complete a Registered Training Organization specific induction. Through the induction process the principles of access and equity will be highlighted

TLC Learning Academy ensures:

- TLC Learning Academy, through all of its staff and stakeholders, adopts and implements an inclusive, non-discriminatory approach to all that it does in respect of potential and existing clients and learners, including but not limited to recruitment, selection and provision of training, assessment and support services
- Principles of Access and Equity are embedded in all TLC Learning Academy processes that affect outcomes for clients and learners
- TLC Learning Academy maximizes the outcomes for all clients and learners through responsiveness to their individual needs
- Equitable access is available for all learners and clients to quality training and assessment services, opportunities, activities and choices, organizational facilities equipment, resources and personnel
- TLC Learning Academy through its staff always identifies and is responsive to, to the diverse needs of all stakeholders within the constraints of available resources
- TLC Learning Academy is always compliant with the provisions of the Federal and State Anti-discrimination and Equal Opportunity legislation and regulations.
- Access and Equity principles are incorporated into the development and deployment of new TLC Learning Academy products, services, policies, procedures, practices and/or systems
- Unlawful discrimination does not exist whatsoever or is eliminated in all areas of TLC Learning Academy operations, activities, environment and practices
- The protection afforded to all individuals under the law is upheld in all that TLC Learning Academy does and that TLC Learning Academy is always in full compliance with all Federal and State anti-discrimination and equal opportunity legislation and regulations

Procedure, Actions and Responsibilities

Equal opportunity and access and equity requirements apply to TLC Learning Academy Personnel and Candidates who are enrolled in any education program offered by TLC Learning Academy RTO. Each Candidate has the right to be treated fairly and to conduct their training in an environment that is free from harassment and/or discrimination. TLC Learning Academy's Personnel have a responsibility to support and promote the principles of equality.

TLC Learning Academy Personnel and Candidates must respect the rights of others and to treat colleagues and Candidates fairly.

It is unlawful to harass or otherwise victimize another Candidate because he or she has lodged a complaint of harassment or victimization or because he or she has assisted in the investigation of such a complaint.

Action	Responsibility
<p>TLC Learning Academy is committed to working in compliance with State and Commonwealth laws governing anti-discrimination and equal opportunity.</p> <p>This policy is intended to guide the equitable access to educational programs offered under the RTO to such groups including but not limited to:</p> <ul style="list-style-type: none"> • People from culturally diverse backgrounds • Indigenous Australians • Unemployed individuals • People living with disabilities • People from rural and remote areas • Members of disadvantaged groups. 	<p>ALL RTO Personnel</p>
<p>TLC Learning Academy's RTO Manager is responsible for overseeing and implementation of all areas of equity and access practices within the day to day operations of the RTO.</p> <p>The RTO Manager is responsible in the first instance for any queries relating to equity and access, and for escalating any unresolved issues to the CEO TLC healthcare for further action.</p>	<p>RTO Manager CEO TLC Learning Academy Other related parties</p>
<p>TLC Learning Academy puts its commitment to access and equity into practice by:</p> <ul style="list-style-type: none"> • Identifying and removing any barriers to access and participation; • Ensuring all products and services offered under the RTO are free from limitation to users based on age, gender, physical, mental, social or other protected characteristics; • Ensuring all Candidates and prospective Candidates are informed that TLC Learning Academy will accommodate their learning needs; • Implementing reasonable adjustments as necessary to ensure delivery and assessment of all programs meet individual Candidate needs; • Ensuring all practices are free from discrimination; • Where possible delivering education, training and assessment programs and services that are relevant, accessible, fair and inclusive; and • All Candidates are provided with information about access and equity issues and TLC Learning Academy's complaint resolution process. Access and equity principles are communicated to candidates using the following methods: • Course Guide • TLC Learning Academy website 	<p>ALL RTO Personnel</p>

<p>TLC Learning Academy personnel will observe the organisation wide commitment to access and equity requirements by ensuring:</p> <ul style="list-style-type: none"> • Information and policies relating to access and equity are in place and readily available to all prospective Candidates and TLC Learning Academy personnel; • TLC Learning Academy Personnel are aware and informed of equal opportunity guidelines and dispute resolution processes and procedures; • All TLC Learning Academy Personnel undertake induction and have the opportunity to undertake ongoing professional development that ensures they have the knowledge and understanding to implement the policies and procedures of the organisation in relation to access and equity, and are able to communicate and support all prospective Candidates to achieve their learning goals: • All TLC Learning Academy Personnel interact with prospective candidates in a courteous, professional and non-discriminatory way. Access and equity principles are communicated to TLC Learning Academy Personnel through the following methods: <ul style="list-style-type: none"> • Staff Induction Training • Access to organizational policies and procedures in the DMS • Annual Professional Development Activities. 	<p>ALL RTO Personnel</p>
<p>The selection and recruitment of staff complies with accepted personnel recruitment standards and organizational policies and procedures encompassing the principles of equal employment opportunity and access and equity.</p>	<p>ALL RTO Personnel</p>

Making a Complaint

All Candidates have the right to object to discrimination and harassment in any form, and to complain when such discrimination takes place. For full information on the complaint or grievance process please refer to the TLC Learning Academy Complaints and Appeals Policy and procedure available at www.tlclearning.edu.au .