



ACCESS & EQUITY POLICY

VERSION NUMBER: 1.016OCT2020JRBS

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SCOPE: Global College Australasia (Here-in GCA) and Allure Café.

AIM: This Policy is designed to provide a training and education environment free from all forms of discrimination and harassment, including sexual harassment and to provide an equitable and fair access to all GCA student, potential students, employees and contractors.

This policy is also designed to promote best practice in education and employment in GCA and Allure Café.

GCA and Allure café recognise that fostering diversity benefits their community and results in a safe, innovative and prosperous environment.

PURPOSE: This policy is designed to ensure that Global College Australasia complies with the below legislation where applicable but not limited to:

- A. Age Discrimination Act 2004 (Cwlth)
- B. Australian Human Rights Commission Act 1982 (Cwlth)
- C. Disability Discrimination Act 1992 (Cwlth)
- D. Racial Discrimination Act 1975 (Cwlth)
- E. Sex Discrimination Act 1984 (Cwlth)
- F. Work Place Gender Equality Act 2012 (Cwlth)
- G. Fair Work Act 2009 (Cwlth)
- H. Equal Opportunity Act 1984 (WA)
- I. Australian Skills Quality Authority, ASQA
- J. Commonwealth Register of Institutions and Courses for Overseas Students, CRICOS

EFFECTIVE DATE: 16th Oct 2020

AUDIENCE: All Students, potential students, external contractors and employees of GCA and Allure café.



POLICY STATEMENT

In the Global College Australasia's and Allure café's context, diversity encompasses the understanding that each individual is unique and that no person may not be discriminated against based on their:

- A.** Gender
- B.** Sexual orientation
- C.** Age
- D.** Race colour
- E.** Nationality or ethnic origin
- F.** Marital or relationship status
- G.** Pregnancy or potential pregnancy
- H.** Breastfeeding
- I.** Political and/or religious beliefs and/or conviction
- J.** Physical and/or mental impairment
- K.** family responsibility or family status

Global College Australia will meet all requirements for:

- A.** emergency lights
- B.** air flow
- C.** egress
- D.** electrical load
- E.** student capacity
- F.** exit signage
- G.** fire safety
- H.** door and corridor widths
- I.** toilet facilities, and
- J.** disabled access and disabled toilet facilities



GCA acknowledges that its legal and moral responsibilities cover the areas of:

- access in the provision of services offered by GCA
 - access in employment by GCA
 - access in the provision of information offered by GCA
 - access to any training and development offered by GCA
 - access to events hosted by GCA
1. All GCA staff shall wherever feasible have adequate support and training to provide services and information accessible to all people.
 2. GCA will ensure its programs are designed and constructed to provide equal access for all users.
 3. GCA, in its role as an employer, will ensure all people have equal access to advertised positions, interviews, equipment, office accommodation, staff training and promotion.
 4. GCA shall wherever feasible assess proposals for any new (or substantially revised) policies or programs for their direct impact on the lives of people from a range of cultural and linguistic backgrounds prior to any decision to pursue such proposals.
 5. Any new (or substantially revised) policies or programs that impact in different ways on the lives of people from different cultural and linguistic backgrounds shall wherever feasible be developed by GCA in consultation with people from those backgrounds.
 6. GCA shall wherever feasible for any new (or substantially revised) policies or program initiatives have a communication strategy developed and sufficiently resourced to inform people from relevant cultural and linguistic backgrounds of these changes.
 7. GCA shall institute complaints mechanisms that enable people (regardless of cultural and linguistic backgrounds) to address issues and raise concerns about its performance.
 8. GCA shall require that any agents, contractors, or partners of GCA deliver outcomes consistent with this policy and shall in bidding for tenders or contracts budget where appropriate for special provision for linguistic and cultural diversity.
 9. The provision of Language, Literacy and Numeracy in training and assessment is seen as an enabling activity, and therefore an integral pathway into vocational education and training therefore an integral pathway into vocational education and training. Some course will involve more LLN testing for entrance into the vocational course.