



ACCESS AND EQUITY POLICY

OVERVIEW

This policy ensures that NVR Education Australia is open to the individual needs of clients whose age, gender, cultural or ethnic background, disability, sexuality, language skills, literacy or numeracy level, unemployment, imprisonment or remote location may be presented as a barrier to access.

COMPLIANCE

NVR Education Australia ensures it meets the requirements of the following legislation:

- Age Discrimination Act 2004
- Sex Discrimination Act 1984
- Australian Human Rights Commission Act 1986
- Racial Discrimination Act 1975
- Disability Discrimination Act 1992
- New South Wales Anti-Discrimination Act 1977 (NSW)

POLICY

NVR Education Australia provides fair and accessible training and employment opportunities for all, regardless of their diversity in an environment free from discrimination, harassment, bullying and vilification.

This policy is carried through to all of NVR Education Australia's procedures to ensure that all staff and students are treated fairly.

In the event of a situation that is considered to be in violation of NVR Education Australia's Access & Equity Policy, including instances of bullying and harassment, Staff and Students must refer to the '*Complaints and Appeals*' policy and form to immediately notify the College.

STUDENTS

All students have equal access to our training programs regardless of their gender, culture, linguistic background, race, socio-economic background; disability, age, marital status, sexual orientation or carer's responsibilities.

Our courses and services are designed to support our learners and enhance flexibility of delivery in order to maximise the opportunity for access and participation by disadvantaged students. All participants who meet our entry requirements will be accepted into any of our training programs and where possible, required facilities are set up in order to meet the student's individual needs.

STAFF

We are also committed to offering employment opportunities on an equal and fair basis. All employees have equal access to various facilities irrespective of their gender, culture, linguistic background, race, socio-economic background; disability, age, marital status, sexual orientation or carer's responsibilities.

Staff Responsible

- NVR Education Australia's access and equity policy must always be met by all staff working at the College.



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ASSOCIATED DOCUMENTS AND FORMS

- *Complaints and Appeals Procedure*
- *Student Code of Conduct*

DOCUMENT CHANGES AND MODIFICATIONS

Date	Summary of changes	Approved by
20/08/2020	Updated formatting	Samantha