

Policy Statement

The Sarina Russo Institute (SRI) is committed to providing equal and fair treatment for students in their enrolment process and during their application for a VET Student Loan. All SRG staff are responsible for ensuring that the policy is read, adhered to and publicised to all customers.

Purpose

The purpose of this policy is to remove barriers and to open developmental opportunities for all students by creating a training environment that is free from discrimination, harassment, bigotry, prejudice and racism.

Scope

The scope of this Policy applies to all individuals applying to SRI and current students of SRI.

Underpinning Legislation and Contractual Requirements

This Policy is underpinned by the following

- VET Student Loans Act 2016
- VET Student Loans Rules 2016
- VET Student Loans | Manual for Providers

Definitions

Discrimination is treating a person or group of people differently, especially in a worse way from the way in which you treat other people, because of their skin colour, sex, sexuality, etc.

Harassment is unwelcome and inappropriate verbal or physical conduct, or coercive behaviour, where the behaviour is known or reasonably ought to be known to be unwanted or welcome

Bigotry is the fact of having and expressing strong, unreasonable beliefs and disliking other people who have different beliefs or a different way of life

Prejudice is an unfair and unreasonable opinion or feeling, especially when formed without enough thought or knowledge

Racism is the belief that people's qualities are influenced by their race and that the members of other races are not as good as the members of your own, or the resulting unfair treatment of members of other races:

Policy

1. SRI acknowledges that the following groups are often under-represented in Vocational Education and Training, and is committed to rectifying this imbalance:
 - a. Aboriginals and Torres Strait Islanders,
 - b. Women,

- c. People from non-English speaking backgrounds,
 - d. People in rural and remote areas,
 - e. Long term unemployed, and
 - f. People with disability.
2. SRI's selection and treatment of students is based on open, fair and transparent procedures that, in our reasonable view, are based on merit for making decisions.
3. SRI's selection of students is determined by the Student Enrolment and Application for VET Student Loans Policy and Procedure, which aligns with the entry and application requirements of the VET Student Loans Act 2016, the VET Student Loans Rules 2016, and the VET Student Loans Manual for Providers.
4. SRI achieves equal and fair treatment by:
 - a. Providing fair and equitable treatment in all aspects of training without regard to political affiliation, race, colour, religion, national origin, gender, marital status or physical disability.
 - b. Encouraging people from culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander students and people with diverse academic, work and life experiences to apply
 - c. Ensuring that any breach of access and equity policy and procedure is reported to the Director (SRI Careers) or using the complaints and appeals procedure.