

## 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 for a VET Student Loan and current students of SRI who have been approved for a VET Student Loan.

## 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 less favourably than another person or group because of their skin colour, gender identify, 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 unwelcome

**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 that opinion is not based on reason or actual experience

**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 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 VET students is based on open, fair and transparent procedures to ensure that decisions on enrolments are made based on merit.
3. SRI's selection of VET 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 Group Quality Assurance and Audit Manager or using the complaints and appeals procedure.