

Access and Equity

Major Training Services is committed in providing all students with equal opportunity to pursue their training and development. This policy and procedure is to be used by MTS to integrate access and equity principles into all training and assessment activities it conducts or is conducted on its behalf.

This policy covers all of MTS's policies and procedures and all training activities.

Definitions

Access and equity means policies and approaches aimed at ensuring that VET is responsive 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 present a barrier to access, participation and the achievement of suitable outcomes.

Access and Equity principles include:

- Equity for all people through the fair and appropriate allocation of resources
- Equality of opportunity for all people without discrimination
- Access for all people to appropriate quality training and assessment services
- Increased opportunity for people to participate in training

Disadvantaged groups

It includes and not limited to the following groups who traditionally have been under-represented in Vocational Education and Training (VET):

- People with a disability
- Aboriginals and Torres Strait Islanders
- Women
- Elderly
- People from non-English speaking backgrounds
- People in rural and remote areas
- Long term unemployed

Discrimination

It can be happened in the way of direct, indirect or systemic:



Direct discrimination

Direct discrimination is any action which specifically excludes a person or group of people from a benefit or opportunity, or significantly reduces their chances of obtaining it, because their status or personal characteristics, irrelevant to the situation (e.g. sex, ethnic origin) are applied as a barrier. Direct discrimination has, as a focus, assumed differences between people.

Indirect discrimination

Indirect discrimination is the outcome of rules, practices and decisions which treat people equally and therefore appear to be neutral; but which, in fact, perpetuate an initially unequal situation and therefore significantly reduce a person's chances of obtaining or retaining a benefit or opportunity. Rules, practices and decisions are applied to all groups alike but it is the very assumption of a likeness that constitutes the discrimination.

Systemic discrimination

A system of discrimination perpetuated by rules, practices and decisions which are realised in actions that are discriminatory and disadvantage a group of people, because of their status or characteristics and serve to advantage others of different status or characteristics. Direct and indirect discrimination contribute to systemic discrimination.

Equity

Equity is not concerned with treating people in the same way, it is concerned with ensuring that all groups of people participate and benefit to the same level.

Legislation includes:

- Australian Human Rights Commission Act 1986
- Racial Discrimination Act 1975
- Racial Hatred Act 1995
- Sex Discrimination Act 1984
- Disability Discrimination Act 1992
- Age Discrimination Act 2004
- Anti-Discrimination Act 1991 (QLD)
- Disability Services Act 2006 (QLD)

Sexual harassment

As defined by the Commonwealth Sexual Discrimination Act 1984, when a person:

- Makes an unwelcome sexual advance or an unwelcome request for sexual favours; and/ or
- Engages in unwelcome conduct of a sexual nature, and a reasonable person would have anticipated that the person harassed would be offended, humiliated or intimidated.



Policy and Procedure

1. MTS will, where possible, remove barriers and open-up developmental opportunities for all students by creating a training environment that is free from discrimination, harassment, bigotry, prejudice, racism and offensive behaviour
2. All students will receive fair and equitable treatment in all aspects of training without regard to political affiliation, race, colour, religion, national origin, sex, marital status, or physical, intellectual and/or mental disability
3. A person with a disability may be excluded under this policy if the disability could cause occupational health and safety risks to the person and / or other students
4. All trainers / assessors are responsible for observing and being advocates for the policy
5. MTS policies and procedures will be monitored and reviewed to ensure that they recognise and incorporate the rights of individuals
6. The CEO, or their delegate, will be responsible for the implementation and maintenance of the policy.