

# **ACCESS AND EQUITY POLICY AND PROCEDURE**

## **Policy Purpose**

The purpose of this policy is:

- To ensure reasonable adjustments are made to provide all staff including apprentices and trainees with equitable access to facilities and services provided.
- To ensure all staff including apprentices and trainees have reasonable and appropriate academic and learning support where required;
- To meet the various compliance requirements imposed by legislation.

## **Policy Scope**

This policy applies to all staff including apprentices and trainees.

## **Policy Content**

This policy outlines the reasonable adjustments and facilities, services, academic and learning support that should be available to all staff including apprentices and trainees. OGT is committed to supporting all staff including apprentices and trainees with special needs. OGT shall endeavour to ensure that equal access and opportunity is provided for the following designated groups: women, Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse backgrounds, people who have a disability, and other groups as determined by Management from time to time.

## **Recruitment**

Recruitment processes and policies are free from discrimination and are based on the requirement that all new employees including apprentices and trainees meet published entry criteria for the position. Access and equity issues are considered when setting job requirements and prerequisites. Teaching and learning documents are to be non-discriminatory, avoiding inclusive language and examples.

## **Organizations to contact for more information**

Epic Employment Services <http://www.epic.org.au/>

Sex Discrimination Act 1984 [http://www.austlii.edu.au/au/legis/cth/consol\\_act/sda1984209/](http://www.austlii.edu.au/au/legis/cth/consol_act/sda1984209/)

Anti-Discrimination Act 1977 [www.austlii.edu.au/au/legis/nsw/consol\\_act/aa1977204](http://www.austlii.edu.au/au/legis/nsw/consol_act/aa1977204)

Disability Services Act 1993 [www.austlii.edu.au/au/legis/nsw/consol\\_act/dsa1993213](http://www.austlii.edu.au/au/legis/nsw/consol_act/dsa1993213)

Australian Dyslexia Association 07 5576 5045 SPELD NSW (dyslexia) [www.speldnsw.org.au](http://www.speldnsw.org.au)

Racial Discrimination Act 1975 [http://www.austlii.edu.au/au/legis/cth/consol\\_act/rda1975202/](http://www.austlii.edu.au/au/legis/cth/consol_act/rda1975202/)

