Access and Equity

Purpose
The purpose of this policy is to outline SCM's commitment to access, equity and anti-discrimination principles.

Overview
Access is the ability of a student to enrol in a course, equity is the consistency and fairness of treatment once they are inside a course. SCM is committed to ensuring that:

➢ Access and equity principles are applied to all aspects of its operations, promoting full and equal opportunities for all students, prospective students and other clients.

➢ No person is discriminated against, harassed or treated unfairly in their dealings with SCM.

➢ Each student has access to the level of support required to enable them to reach their full potential without causing unjustifiable hardship to the organisation.

➢ It complies with relevant Equal Opportunity legislation and Discrimination Acts.

Scope
This policy applies to the SCM's liaison with all students, prospective students, employers, prospective employers, host workplaces, and staff.

Policy

1. Diversity

1.1 SCM recognises and values the individual differences of its students and the community and recognises that students come into its programs with a wealth of personal knowledge and life experiences.

1.2 SCM recognises that diversity is an opportunity to enrich and extend opportunities for all, by creating an inclusive environment for all people regardless of their background. This is ensured by:

a) providing a welcoming and supportive training community

b) offering flexibility in the way in which training and assessment is provided

c) providing reasonable adjustments to training and assessment activities

d) having transparent student and staff recruitment and selection procedures

e) determining the needs of all individuals upon engagement with the organisation

f) providing students, staff and clients access to a range of support services.

2. Discrimination and Harassment

2.1 In accordance with legislation, no person or organisation will be treated unfairly or discriminated against, on the basis of age, color, race, gender, religious or political conviction, sexuality, ability or disability, location, family responsibilities, membership or non-membership of an association or for any other stereotypical or illegal reason.

2.2 SCM is committed to providing all people with an environment free from all forms of harassment. SCM will not tolerate any behavior that harms, intimidates, threatens, victimizes, offends, degrades or humiliates another person.

3. Fairness

3.1 The principles and practices adopted by SCM aim to ensure, that current and prospective students, clients and other stakeholders are treated fairly and equitably in their dealings with SCM.

3.2 SCM aims to provide open, fair, clear and transparent policies and procedures for use by staff and students.

3.3 SCM has fair and equitable processes for selecting students for enrolment into its courses. Decisions about student selection are based on clearly defined entry requirements. Entry requirements as well as application and enrolment procedures are published in SCM's marketing materials, course guides and on the SCM website.

3.4 All people will be treated courteously and expeditiously throughout the process of enquiry, selection and enrolment and throughout their participation in a course.

4. Equity in access

4.1 SCM provides equity in access to the level of training and support required by each student. All students are supported in a manner that enables them to achieve their full potential and success in their training outcomes. All students are provided with opportunities to develop and successfully gain skills, knowledge and experience through education and training.

4.2 SCM provides equitable access to training and education services by:

(a) offering culturally appropriate training and assessment resources that are relevant to student needs and circumstances

(b) referring students to support and counseling services where needed

(c) offering a wide range of course and learning options

(d) assisting students to arrange additional services if required such as interpreters or trained note takers

(e) providing courses that are self-paced and flexibly delivered

(f) encouraging students to be involved in their own feedback and decision making processes to ensure realistic training goals and progress.

5. Support services

Support services will be provided to all students who require them. Student Support Officers will refer students who require support to an appropriate entity to provide that support. These providers are listed by category in the international student prospectus