



# Veritas Training Group

## Access & Equity Policy

Access and Equity is about opening up opportunities and removing barriers.

Our Access and Equity Policy has been developed to enable Veritas Training Group to provide a workplace environment and student enrolment opportunities with all access and equity.

The aim of our policy, as described in summary point below, is to eliminate, as far as possible discrimination against individuals:-

- An environment which demonstrates an understanding of and commitment to the principles of equity and social justice in everyday life.
- To be an advocate for groups and individuals who experience disadvantage.
- Consideration of social implications as a matter of course in all Veritas Training Group course delivery, enrolments and policy making decisions.
- Buildings and places that are accessible to all employees, course participants and visitors and which meet or exceed the requirements of all State and Commonwealth legislation regarding access and equity, including the Commonwealth Disability Discrimination Act 1992.
- Transportation and communication alternatives that assists course participants to alleviate disadvantage by physical, social or economic constraints, where practical and reasonable on Veritas Training Group.
- Social inclusion for employees, visitors and course participants.

Veritas Training Group Policy embraces the principles of equity and access by providing:-

**Access** Regardless of individual circumstances, characteristics, disabilities, culture or background all members of the community will have equitable opportunity to access and utilize information, services, facilities and places.

**Equity** Individual circumstances, characteristics, disabilities, culture or background will be taken into account to ensure that information; services; facilities and places are free from discriminatory practices and are provided to all members of the community on a fair and equitable basis.

We encourage staff and course participants to actively be involved in providing Access and Equity opportunities in our community. Veritas Training Group demonstrates our commitment to Access and Equity by reviewing our course design, flexible delivery, review of industry needs and community needs.

We encourage employees and participants to promote Access and Equity in our workplace and any other environment we actively use. To support our Access and Equity Policy, we encourage support by providing and displaying our Policy on Access and Equity, Grievance Policy, Bullying Policy, Harassment Policy, Equal Opportunity in Education and Workplace Practice Policy, Training Policy, Discrimination Policy, Reasonable Adjustment Policy and Code of Conduct.

This Policy is written with the aim to demonstrate our genuine concern towards Access and Equity within our community.

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