



Veritas Training Group

Harassment & Discrimination Policy

Veritas Training Group is committed to the goals of equal opportunity and affirmative action in education and employment. Veritas Training Group aims to provide a study and work environment for staff and students that fosters fairness, equity and respect for social and cultural diversity, and that is free from unlawful discrimination, harassment and vilification as determined by legislation. Further, we are committed to promoting the principles of Affirmative Action in our Company Code of Practice, our EEO in Education and Workplace Practices Policy and our Access and Equity Policy.

In fulfilling this commitment, Veritas Training Group will

- Foster a workplace culture which values and responds to the rich diversity of our staff and students.
- Provide equal opportunity by removing barriers to participation and progression in employment and education so that all staff and students have the opportunity to fully contribute to our community and workplace.
- Promote involvement by disadvantaged members and under represented groups.
- Promote clear and accountable education and management policies and practices to engender trust between manager, staff and students.
- Enhance the quality of students learning through the provision of culturally, socially and gender inclusive education in areas such as curricula, teaching methods, assessment and review provision, written and audiovisual material and support services.
- Ensure that our staff and students are aware of their rights and their responsibilities as involved members of Veritas Training Group.

To achieve our goals, Veritas Training Group depends on the continued support and co-operation of all members of the community.

Grounds for discrimination or harassment may include but are not limited to the following coverage:-

- | | |
|--|---|
| ➤ Age | Compulsory retirement from employment |
| ➤ Homosexuality (male or female) | Transgender (actual or presumed) |
| ➤ Political affiliation, views or beliefs | |
| ➤ Marital status | Responsibilities as a carer, provider |
| ➤ Breastfeeding | Membership or non membership to an association |
| ➤ Profession, trade, occupation or calling | Criminal record |
| ➤ Medical record or condition | Nationality or country of origin |
| ➤ HIV/Aids | Race and Non-English speaking backgrounds |
| ➤ Disability | (physical, intellectual, psychiatric, sensory, neurological or learning disability, physical disfigurement) |

This Policy is to demonstrate our commitment to providing an environment that is free from harassment and/or discrimination. Should an individual or group, feel they may have been affected by harassment or discrimination, we request that notification to be provided by way of our Complaints and Appeals Policy and Procedures. A copy of this procedure is provided in student handbook and staff are made aware of this procedure during their staff induction to Veritas Training Group.

PO Box 4807 ROBINA TC QLD 4230

Ph: (07) 5525 1644 Fax: (07) 5525 1744

Email: info@veritas.edu.au Website: www.veritas.edu.au ABN: 30 113 349 296