1 Policy Statement

West Coast Institute of Training aims to create a workplace and training environment that reflects equal opportunity principles. West Coast Institute of Training seeks to ensure that all employees and students are treated with fairness, respect and dignity in accessing all entitlements and that students are provided with a supportive learning environment that includes the ability to achieve results in training and to receive training in an inclusive environment with inclusive materials.

West Coast Institute of Training seeks to eliminate all forms of discrimination within the organisation providing opportunities, fair working conditions and equitable chances for promotion. Employees and students are given equal access to Institute course, equipment, facilities and services, where applicable and on a needs basis.

2 Objectives

West Coast Institute of Training is committed to the principles of Equity and Access ie
- Treating each other with respect and dignity
- Making judgements and assessments genuinely based on fairness
- Valuing the differences and diversity of people
- Eliminating unfair and inappropriate barriers
- Providing appropriate means to address discrimination and harassment, and
- Providing opportunities for flexibility when meeting organisational requirements

3 Definitions, Terms and Acronyms

Inclusive environment/inclusive materials – acknowledge and value the differences between peoples and cultures. It includes rather than excludes.

4 Related Legislation/Standards/Frameworks/Policies/Procedures

West Coast Institute of Training – Equity and access grievance resolution procedures
Australian Quality Training Framework (AQTF)

5 Supporting/Related Documents

West Coast Institute of Training – Student Diary

END