

# Access and Equity Policy

RTO Code: 3139  
Policy #: V1  
Policy Area: Students  
Authorised by: M. Brend  
Date: August 2017



Australian College of Dramatic Arts is committed to the principles of access and equity and provides an environment, which promotes, encourages and values diversity and that is free from discrimination, harassment, bigotry, prejudice, racism and offensive behaviour.

ACDA has a legal responsibility to ensure that steps are taken to prevent discrimination or harassment occurring in the learning environment, this is supported by the legislations at a federal and state level.

Legislations included but not limited to are:

- Equal Opportunity Act 2010(Vic) (EO Act 2010)
- Charter of Human Rights and Responsibility Act 2006(Vic)
- Racial and Religious Tolerance Act 2001 (Vic)
- Racial Discrimination Act 1975 (Cth)
- Sexual Discrimination Act 1984(Cth)
- Disability Discrimination Act 1992 (Cth)

Copies of the above legislation are available to teachers and staff in Legislation folder.

Management and staff aim to provide training and assessment to all students enrolled at ACDA regardless of their gender, culture, linguistic background, religion, race, socio-economic status or disability.

The need for access and equity in the classroom is explained to all staff and teachers at induction and at various professional development meetings throughout the year, therefore ensuring all staff are appropriately skilled in delivering the course in a non-discriminatory, open and respectful manner.

Any student can raise a concern in regard to access and equity either with their teacher or management and it will be treated with respect, privacy and not be discriminated. A complaint can be either formal or informal but must be recorded and stored appropriately according to the Results and Records Policy. All complaints are handled as per ACDA's Grievance Policy and Procedure.