

## Access & Equity Policy

### Purpose

This policy describes how the Macleay aims to provide an accessible and inclusive learning environment that promotes fairness, equity, respect for social and cultural diversity, and is free from discrimination and harassment.

### Scope of Procedure

This policy applies to all students enrolled in a course of study at Macleay College, and the staff who are involved in the associated teaching, academic skills, and administrative activities.

### Related Policies

This policy should be read in conjunction with the following college policies:

- Admissions Policies
- Misconduct Policy
- Reasonable Adjustment for Students with Disabilities Policy
- Monitoring Academic Progression Policy
- Grievances & Appeals Policy for Academic Matters

All documents referenced in this policy can be accessed via the [Forms & Policies](#) section at the bottom of the Home Page of the college website and Handbook section of the Moodle Student Portal via [www.mymacleay.edu.au](http://www.mymacleay.edu.au).

### Principles

Macleay College is committed to diversity, access, and equity where age, gender, cultural or ethnic background, disability, sexuality, language skills, literacy or numeracy level, or unemployment is not a barrier to access, participation, and the achievement of learning outcomes:

- Ensuring all students are treated with equity and able to participate in tertiary study and engage with the college community.
- Ensuring the learning, social and cultural environment supports the participation of all staff and students including Aboriginal and Torres Strait Islanders, those with physical disability or mental health issues, and those experiencing disadvantage.
- Ensuring the academic support needs of all students are met so that they all have equal opportunity for the achievement of academic progression and course requirements.
- Facilitating a fair and inclusive environment where unlawful discrimination, sexual harassment, bullying, or victimisation is not tolerated.
- Protecting the rights of gender equality.
- Respecting and valuing diversity.

Macleay College complies with and promotes its responsibilities with all relevant laws and regulations.

### Access & Equity Programs

#### Admissions

Selection is undertaken in a fair and transparent manner, based on a demonstration of ability to successfully participate in the study program and the completion of any prerequisites that may apply to a course or subject or unit of study. This is demonstrated through interview. Students are not compromised on social, cultural, language, literacy, sex, religious, physical, or other status. Macleay College has equal benefits and opportunities processes.

Macleay College is committed to student diversity and encourages applications from people who:

- Are from culturally diverse backgrounds

- Are from disadvantaged backgrounds
- Are Aboriginal and Torres Strait Islanders
- Have special needs
- Wish to return to study after an interruption for family responsibilities
- Are considering a career change

For more information on admission criteria and the process of admission, please refer to the college *Admissions Policy for Domestic Students*, the *Admissions Policy for International Students*, and the *Course Specific Information Sets*.

## **Students with Disabilities**

Students with disabilities may include those with autistic spectrum disorder; visual, hearing, speech, language, physical, intellectual, or multiple impairments. These conditions affect students from all socio-economic backgrounds.

Macleay College can assist students with impairments to meet a range of individual educational goals both within and outside the criteria and standards. It is important to take meaningful, transparent, and reasonable steps to consult, consider and implement reasonable adjustments for students with disability. Where appropriate, reasonable adjustments may be applied to the assessment processes to consider the individual student's needs.

Lecturers may accept other forms of evidence that meet the requirements of the course, principles of assessment and rules of evidence, and modify assessments to accommodate greater access and equity for students participating in the program. More information is provided in the college *Reasonable Adjustment Policy*.

## **Safe Environment**

Every member of the Macleay College community must be able to pursue their activities in an atmosphere based on mutual respect and dignity for all. Harassment, bullying and violence of any nature are unacceptable, unlawful, and contrary to a safe environment for learning and working.

Macleay College takes all complaints of harassment, bullying or intimidating behaviour seriously and follow a four-stage resolution process as prescribed in the *Grievance & Appeals Policy*. All people belonging to the Macleay College community are responsible for actively intervening to prevent harassment, bullying or intimidating behaviour. Everyone has a responsibility to not engage in or encourage harassment or discrimination.

Macleay College will report all criminal acts committed to the relevant authorities.