

## **ACCESS AND EQUITY POLICY**

Vibe College will show no discrimination towards any group or individuals in any form, inclusive of gender, pregnancy, race, colour, nationality, ethnic or ethno-religious background, marital status, physical or intellectual or psychiatric disability, homosexuality (male or female, actual or presumed), and age (in relation to compulsory retirement).

Vibe College staff have the responsibility to:

- Work to the best of their ability to provide quality service to customers and colleagues
- Recognise and respect the skills and talents of other staff members
- Act to prevent harassment, discrimination and bullying against others in our workplace
- Respect cultural and social differences among colleagues, customers, and students
- Treat people fairly (Don't discriminate against, harass, or bully them).

## **HARASSMENT, VICTIMISATION AND BULLYING**

Vibe College is committed to the delivery of training in a non-discriminatory and equitable learning environment. Vibe College will not tolerate any form of unlawful discrimination, harassment or bullying by any staff member or student.

Students wishing to lodge a complaint regarding discrimination or harassment should contact the Operations Manager immediately and it will be investigated promptly, impartially, confidentially, and thoroughly.

All students should note that if Vibe College becomes aware of any discriminatory behaviour or harassment, it may of its own initiative take disciplinary action against the student involved even though a complaint has not been made regarding the student's conduct.

Vibe College agrees to abide by the Anti-Discrimination Act 1977 to protect all Vibe College staff and students from any form of discrimination, harassment, or bullying.