

Purpose

The purpose of this policy is to promote fair and equal access to international students and prospective students, employers, prospective employers, host workplaces ensuring that the principles of equity for all are implemented through the fair allocation of resources and the right to equality of opportunity without discrimination. This policy meets the requirements of the 2025 Standards for Registered Training Organisations (RTOs).

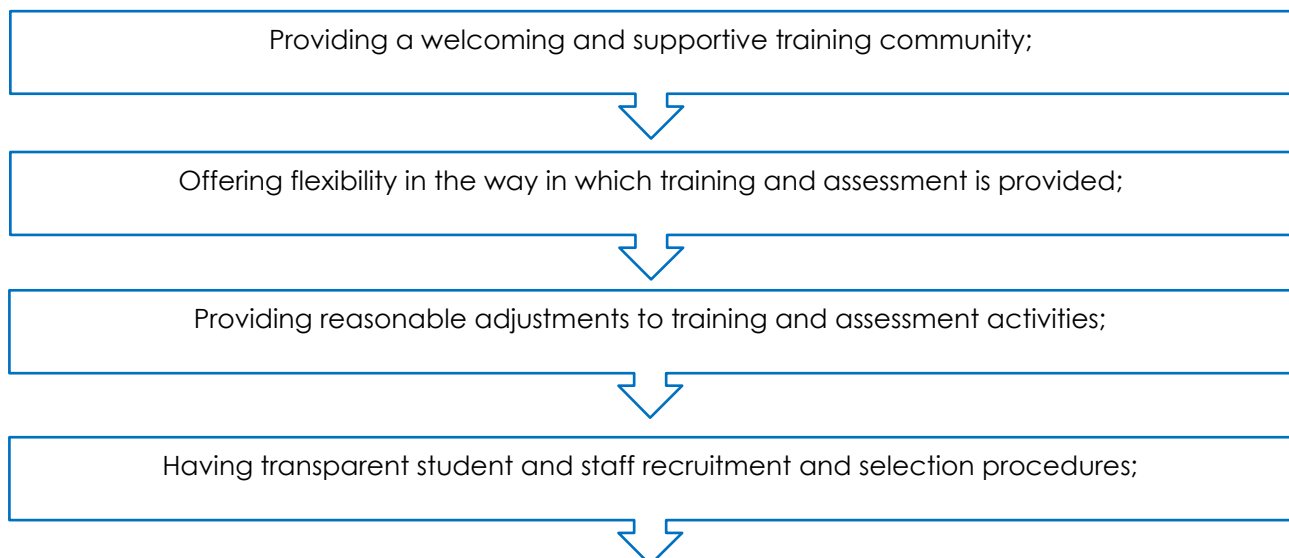
Overview

This policy ensures that the equity principles for all are implemented through the fair allocation of resources and the right to access opportunity without discrimination within areas under our control so that students will not be discriminated against in any way. Axial International College is committed to ensuring that:

- Access and equity principles are applied to all aspects of its operations, promoting full and equal opportunities for all students, prospective students and other clients;
- No person is discriminated against, harassed or treated unfairly in their dealings with Axial International College;
- Each student has access to the level of support required to enable them to reach their full potential without causing unjustifiable hardship to the organisation;
- It complies with relevant Equal Opportunity legislation and Discrimination Acts.

Policy Diversity

- ❖ Axial International College recognises and values the individual differences of its students and the community and recognises that students come into its programs with a wealth of personal knowledge and life experiences.
- ❖ Axial International College recognises that diversity is an opportunity to enrich and extend opportunities for all, by creating an inclusive environment for all students regardless of their background. This is ensured by:



Determining the needs of all individuals upon engagement with the organisation;



Providing students, staff and clients access to a range of support services.

Discrimination and Harassment

- ❖ In accordance with legislation, no person or organisation will be treated unfairly or discriminated against, on the basis of age, colour, race, gender, religious or political beliefs, sexuality, ability or disability, location, family responsibilities, membership or non-membership of an association or for any other stereotypical or illegal reason.
- ❖ Axial International College is committed to providing all people with an environment free from all forms of harassment. Axial will not tolerate any behaviour that harms, intimidates, threatens, victimizes, offends, degrades or humiliates another person.

Fairness

- ❖ The principles and practices adopted by Axial International College aim to ensure, that current and prospective students, clients and other stakeholders are treated fairly and equitably with respect in their dealings with Axial.
- ❖ Axial International College aims to provide open, fair, clear and transparent policies and procedures for use by staff and students.
- ❖ Axial International College has fair and equitable processes for selecting students for enrolment into its courses. Decisions about student selection are based on clearly defined entry requirements. Entry requirements as well as application and enrolment procedures are published in Axial International College marketing materials, course guides and the website - **www.axial.edu.au**
- ❖ All people will be treated courteously and expeditiously throughout the process of enquiry, selection, enrolment and throughout their participation in a course.

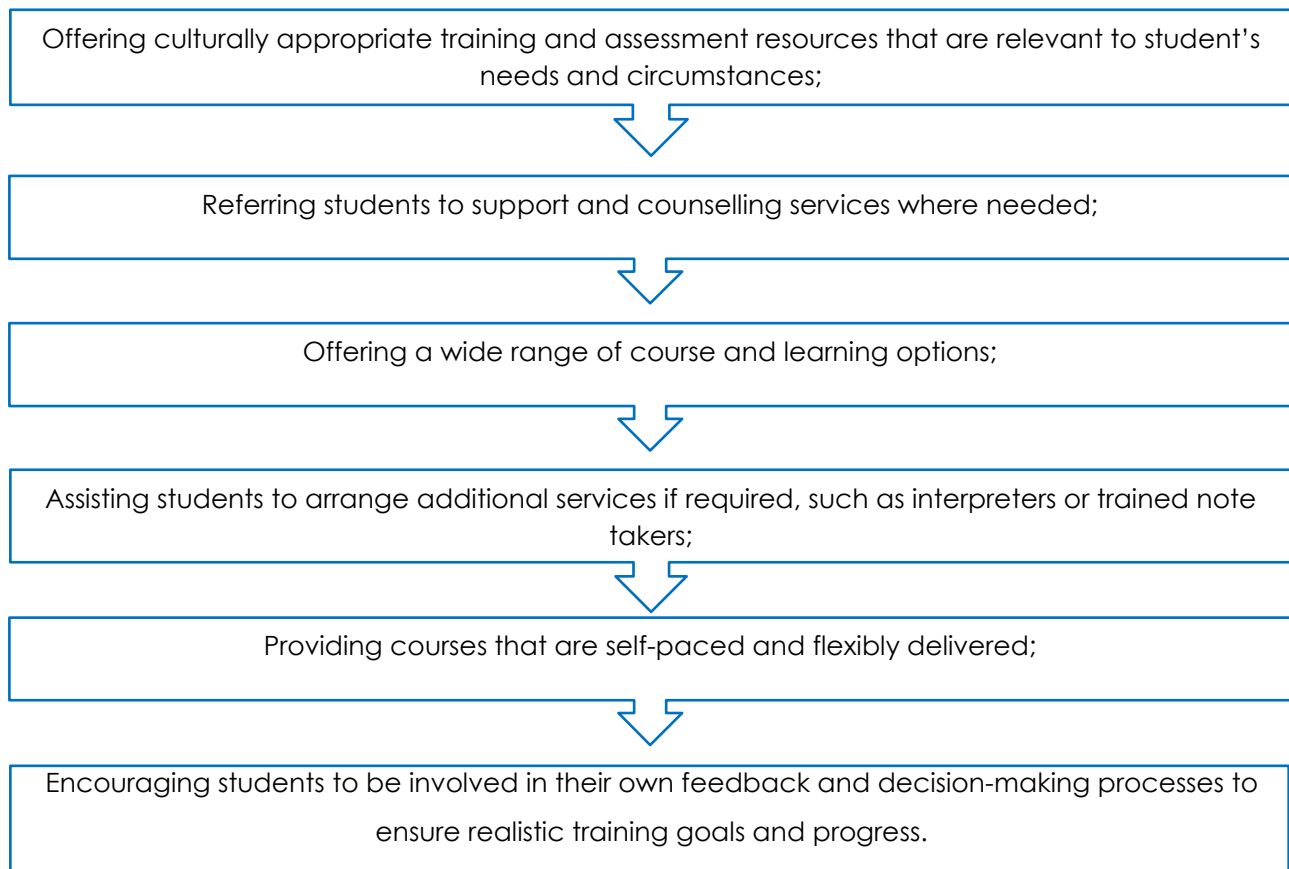
Exclusion from Services

A person may not be permitted to access our services if:

- They have a criminal history that impacts on the requirements of the course or vocation of the area being studied;
- The student requires delivery in a language other than that being offered by Axial International College in accordance with the related Training Package.

Equity in Access

- ❖ Axial International College provides equity in access to the level of training and support required by each student. All students are supported in a manner that enables them to achieve their full potential and success in their training outcomes. All students are provided with opportunities to develop and successfully gain skills, knowledge and experience through education and training.
- ❖ Axial International College provides equitable access to training and education services by:



Support Services

Support services will be provided to all students who require them. At Axial International College, the Student Support Officers will refer students who require support to an appropriate entity to provide support. The providers of support are listed by category in the Axial International Student Handbook, via the Student's LIMERoom access.