



Anti-Discrimination, Harassment & Bullying Policy

1.0 Introduction

Southpac has established this policy to support the Australian Skills Quality Authority (ASQA) Standards for Registered Training Organisations (RTO) 2015. The policy has been developed and implemented to support and provide clear instruction and guidance to both Southpac staff and students regarding the fair treatment of all persons involved in the delivery of Southpac training products and courses.

2.0 Our Commitment

Southpac aims to sustain a climate and culture for Southpac staff and students, where harassment and victimisation are unacceptable forms of behaviour. All Southpac staff and students have the right to be treated equally regardless of job status, age, race, background, educational opportunities, gender, sexual preference, marital and parental status, national or ethnic origin, religious or political beliefs, physical and mental impairment, social origin, political opinion, trade union activity, criminal record, medical history or HIV status (all of which are "protected characteristics" i.e. those characteristics protected by law).

Southpac's staff and students have the right to a workplace and training environment which is free from discrimination, harassment or bullying behaviour of any sort.

3.0 Our Responsibility

Southpac and its representatives are responsible for the health, safety and welfare of the Southpac staff and students who report to them. They must take special care to ensure that harassment and victimisation are not occurring at any stage during a student's training. Behaviour that is considered to be bullying or harassment will be addressed immediately and directly with the individual, and further action will be taken if the individual's behaviour continues.

4.0 Students' Responsibility

All students have the responsibility to ensure they are familiar with Southpac's policy on anti-discrimination, harassment and bullying behaviour; their behaviour is appropriate and consistent with the principles of equality, fairness and anti-discriminatory practices; and they do not engage in or condone any discriminatory, harassing or bullying behaviour by not reporting any incidents they observe.