

Fair Treatment and Equal Benefits and Opportunity Policy

Organisation Definition:

Cairns Beauty Academy Pty Ltd trades as International College of Queensland.

Regulation and Standards

National Code 2018, Standard 6

National Standards for Registered Training Organisations (RTO) 2015, Standard 6

Anti-Discrimination Act 1991 (QLD)

Overview

International College of Queensland supports the concept of equal opportunity and is committed to providing all staff, students and potential students with a working and learning environment that values diversity, respects differences and provides an environment that is safe, healthy, positive, supportive and free from all forms of harassment, bullying and discrimination.

Definitions

For the purposes of this document, the following applies:

The Act refers to the Anti-Discrimination Act 1991 (QLD);

Student/s refers to all persons enrolled in a unit of study under clause 43 of Schedule 1A of the Act; and

Potential Students refers to all persons seeking to enrol in a VET unit of study that meets the course requirements under subclause 45(1) of Schedule 1A of the Act.

Equal Opportunity

International College of Queensland will provide equal opportunity to students, potential students, staff and clients to enrol in training services it provides and will not discriminate against any person due to their personal characteristics, which include:

- Age
- Carer and parental status
- Disability (including physical, sensory and intellectual disability, work related injury, medical conditions, and mental, psychological and learning disabilities)
- Employment activity
- Gender, identity, lawful sexual activity and sexual orientation
- Industrial activity
- Marital status
- Physical features
- Political belief or activity
- Pregnancy and breastfeeding
- Race (including colour, nationality, ethnicity and ethnic origin)
- Religious belief or activity
- Sex
- Expunged homosexual conviction

- Personal association with someone who has, or is assumed to have, one of these personal characteristics.

Fair Treatment

International College of Queensland will treat all students, potential students, staff members and clients fairly and within the rules of natural justice and principles of procedural fairness.

Student Selection

International College of Queensland has open, fair and transparent procedures for the selection of students applying to enrol in a course with International College of Queensland.

Potential Students seeking to enrol in a VET course or unit of study with International College of Queensland will be assessed for their suitability and their fulfilment of the entry requirements for the course, as these are published by International College of Queensland through its marketing material and the International College of Queensland website, without bias and through fair treatment.

All potential students will go through the same selection process regardless of their background, circumstances or eligibility for funding and will be required to demonstrate that they meet the necessary Language, Literacy and Numeracy skill requirements prior to enrolling into any training programs.

The above paragraph does not prevent the International College of Queensland from taking into account any educational or physical disadvantages that a particular Student or Potential Student may experience at the time of their enrolment or throughout the duration of their course.

Version Control	Date	Reason for Change	Author
V1 0418	04/2018	Initial Document	Ann Donnarumma
V2 0821	08/2021	Review of Policy – update to QLD Act and for consistency with ICQ policies	Robyn Pinel