

# EQUAL OPPORTUNITY POLICY

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## INTRODUCTION

CHARLTON BROWN® ensures that all workers have an equal chance to seek and obtain employment with the organisation. CHARLTON BROWN® also ensures that all prospective students and staff are not discriminated against due to race, religion or background.

## RESPONSIBILITIES

Generally, the Director is responsible for ensuring that CHARLTON BROWN® complies with Equal Employment Opportunity legislation.

## PROCEDURE

CHARLTON BROWN® recognises that the equal employment opportunity target groups identified in the legislation are:

- Indigenous Australians
- People with disabilities
- People from non-English speaking backgrounds.

CHARLTON BROWN® selects all workers on the basis of merit. Judgements about people will be made on the basis of their ability to carry out the specified duties of the position they are applying for.

CHARLTON BROWN® endorses the principle that people with disabilities have the same human rights as others including the following rights:

- Respect for their human worth and dignity as individuals
- Realise their individual capacities for physical, social, emotional and intellectual development
- Services that support their attaining a reasonable quality of life in a way that supports their family unit and their full participation in society
- Participate actively in the decisions that affect their lives, including the development of disability policies, programs and services
- Any necessary support, and access to information, to enable them to participate in decisions that affect their lives
- Receive services in a way that results in the minimum restriction of their rights and opportunities
- Pursue and grievance in relation to services without fear of the services being discontinued or recrimination from service providers
- Adequate support to enable pursuit of grievances in relation to services.

## STUDENT RECRUITMENT:

Recruitment of participants is conducted at all times in an ethical and responsible manner and consistent with the requirements of the curriculum. The College ensures that participant selection decisions comply with equal opportunity legislation. Appropriately qualified staff assess the extent to which the applicant is likely to achieve the stated competency standards and outcomes of the course, based on the applicant's qualifications and proficiencies.