

Diversity, Inclusion and Cultural Safety Policy and Procedures

POLICY CODE: QA2.5

Related Outcome Standard: 2.5

NATIONAL CODE OF PRACTICE FOR PROVIDERS OF EDUCATION AND TRAINING TO OVERSEAS STUDENTS 2018 (CTH).STANDARD 6

1. Purpose

The purpose of this policy is to ensure that Australian College of Management and Innovation fosters a safe, inclusive, and culturally respectful learning environment that supports the diversity of VET students, including but not limited to students from culturally and linguistically diverse (CALD) backgrounds, Aboriginal and Torres Strait Islander communities, students with disability, and students from a wide range of ages, genders, religions, and identities

2. Legislative Background

Outcome 2 – VET Student Support, Division 3 – Diversity and Inclusion, Standard 2.5, National Vocational Education and Training Regulator (Outcome Standards for NVR Registered Training Organisations) Instrument 2025 (Cth).

National code of practice for providers of education and training to overseas students 2018 (cth).standard 6

3. Scope

This policy applies to:

- All VET students enrolled or intending to enrol at Australian College of Management and Innovation.
- All staff involved in training delivery, assessment, support, and administration.
- Any third parties delivering services on behalf of Australian College of Management and Innovation.
- Contractors, consultants, and volunteers interacting with VET students.

4. Policy Statement

Australian College of Management and Innovation embraces the diversity of its VET student community and is committed to creating a safe, inclusive, and culturally respectful learning environment for all students. Australian College of Management and Innovation recognises that a diverse cohort enriches learning and upholds principles of equity, respect, and cultural recognition.

This policy and associated procedures are built on the following principles:

- **Equity and Access:** All students have the right to equal access and participation.
- **Respect for Identity:** Cultural, linguistic, gender, and ability diversity is valued and celebrated.
- **Cultural Safety for First Nations Peoples:** The learning environment actively supports cultural recognition, understanding and safety.
- **Zero Tolerance for Discrimination:** Discrimination, harassment or exclusion on any grounds will not be tolerated.

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