**Equal Opportunity and Antidiscrimination Policy**

The College of Practice Professors is committed to ensuring that all processes are open and transparent, and that no individual or group receives less favourable treatment by virtue of age, disability, economic status, faith, gender, marital status, sexuality, race, colour, nationality and origin. The college undertakes to comply with the Equal Opportunity Act (2010). The act has the objectives of:

* Eliminating discrimination and harassment and victimisation
* Protecting the right of equality
* Eliminating systemic causes of discrimination and harassment and victimisation
* Progress equality in society
* Facilitate the function of the Victorian Equal Opportunity and Human Rights Commission to encourage equal opportunity and human rights best practice and resolve disputes

The college also has zero tolerance of discrimination and complies with the following Australian legislation:

* Australian Human Rights Commission Act 1986 (Commonwealth)
* Racial Discrimination Act 1975 (Commonwealth)
* Disability Discrimination Act 1992 (Commonwealth)
* Age Discrimination Act 2004 (Commonwealth)
* Sex Discrimination Act 1984 (Commonwealth)

The college has established a Code of Practice which reflects some of these expectations. In addition, the college, through this policy, imposes the following obligations on college members, associates and employees.

As a member, associate or employee, in your dealings with the college, you can expect:

* to be treated with courtesy, equal opportunity and fairness
* to have your learning needs met
* to learn in a healthy and safe environment
* that attention is given to any issues, suggestions or concerns you may have and to receive responses in a timely and relevant manner

As a member of the college, your obligations are to be:

* fully committed to membership and learning
* treat staff and associates with courtesy
* provide information appropriate to your learning and assessment needs
* ensure that your behaviour contributes to a healthy and safe environment

As an associate or staff member, your obligations are:

* to treat colleagues with appropriate respect and to value their individual perspective
* to avoid display of biased behaviours or decision-making
* to contribute a safe and healthy college environment
* two ensure that no one is inadvertently or inappropriately disadvantaged through your actions

Formal complaints may be submitted using the procedure described in the complaints policy.

This policy has been approved & authorised by:

Name: Prof Stuart Orr

Position: CEO

Date: 1 May, 2023

Signature: 

Review date of Policy: 1 May 2024