Access and Equity Policy

Policy Statement

At Meerilinga we value:

- Difference and diversity
- Cooperation
- Respect
- Academic debate
- Freedom of expression balanced with social responsibility

Meerilinga's approach to access and equity is that all initiatives of the organisation should be aimed at:

- Improving access of children, their families and communities to the services offered by Meerilinga
- Improving the outcomes for those who do access Meerilinga's services
- Improve the quality of life for children in Western Australia

Meerilinga recognises that particular groups of people in society have experienced, and continue to experience, disadvantage, and unequal outcomes. Meerilinga recognises the disadvantages from past government policy and chooses to walk with these groups on the path to reconciliation.

Meerilinga is committed to enabling people with disabilities to participate as fully and independently as possible in all social, cultural, and academic aspects of our services.

Meerilinga aims to provide an accessible, safe, harassment free and supportive environment for customers and clients and workers.

Meerilinga endeavours to eliminate discrimination against persons on the ground of:

- Sex
- Marital status or pregnancy
- Family responsibility or family status
- Race
- Religious or political conviction
- Impairment
- Age

Policy Purpose

The Access and Equity Policy for Meerilinga outlines the access and equity principles that are to be embedded within all products and services delivered by Meerilinga. In addition the principles also apply to the working environment of all Meerilinga Services.

Scope
This policy applies to all Learners of Meerilinga Training College during the learner's time of Enrolment and which falls within the responsibility or control of Meerilinga.

Application of Policy
Meerilinga's services and programs will bring alive our access and equity policy by building upon the individual talents and experiences of customers, clients and workers, recognising and responding to individuals needs and offering choice and flexibility to cater for individual's circumstances.

Access and equity will be a consideration in the development of all processes within the organisation.

All guidelines and tools developed under the umbrella of the access and equity policy must be adhered to by all workers, customers, and clients and will be monitored through the Code of Conduct and the internal audit process.

Training and development will be offered for workers who feel that their knowledge of access and equity is insufficient to implement this policy.

This Access and Equity Policy will be made available to students and potential students through the learner guide available on our website and in hardcopy.

Exclusions

Scope
This policy applies to the Board of Governors, Chief Executive Officer and all workers including volunteers, learners and those employed on a fee for service or contract basis.

Policy Review
Biennial or from time to time the organisation may make changes to this policy to improve the effectiveness of its operation and customer service.

Policy Reviewed	**10 June 2022**	**By**	**Advisor Policy and Compliance**
Approved By	**Chief Executive Officer**		
Previous Review	**10 September 2020**		