

**This policy commits Niche Education Group Pty Ltd (Niche) including all divisions of Niche (Australasian Academy of Cosmetic Dermal Science, Australian College of Beauty Therapy, Australian College of Specialist Make-Up) and third party service providers to the elimination of all forms of discrimination, in the prejudicial treatment of individuals or groups based on factors other than merit and equal opportunity, in its workplace, its training and delivery environment and within the treatment of its patients and stakeholders, applying to all delivery and training sites and to all employees, all students and stakeholders. This necessarily implies that Niche is an equal opportunity employer and embraces inclusiveness of gender, of race and of religion.**

## **1. Objectives - Policy statement**

- 1.1** Niche rejects all forms of discrimination. It is committed to the elimination of discrimination – racism, including direct and indirect racism, racial vilification, sexism and harassment, ageism and other than merit based prejudicial treatment – in its organisation, structures and culture, in its curriculum, and in the learning and working environments for which it is responsible.
- 1.2** No student, employee, patient, stakeholder or community member should experience discrimination within the learning or working environments of Niche.
- 1.3** Eradicating expressions of discrimination in learning and working environments, and challenging the attitudes that allow them to emerge, is the shared responsibility of all staff of Niche.
- 1.4** All teaching and non-teaching staff contribute to the eradication of discrimination and racism by promoting acceptance of Australia's cultural, linguistic and religious diversity, challenging prejudiced attitudes and ensuring that sanctions are applied against racist and discriminatory behaviours.
- 1.5** All practices at Niche including the selection of students into quota courses, training sessions and activities are conducted upon an equal opportunity basis and within the ambit of this Fairness Policy. Please refer to term 6 below in relation to practices or behaviours that contravene this Fairness Policy.

## **2. Audience and applicability**

- 2.1** This policy applies to all staff, students and stakeholders of Niche or of our third party service providers through out Australia and internationally.

## **3. Context**

- 3.1** The WA Equal Opportunity Act 1984 along with the Commonwealth Racial Discrimination Act (1975) make racial discrimination and vilification illegal in WA and elsewhere in Australia. These Acts provide the legislative context and foundation for this Fairness Policy of Niche.

## **4. Responsibilities and delegations**

- 4.1** The Chief Executive Officer (CEO) is responsible for ensuring the implementation and monitoring of the policy so that forms of discrimination do not occur within Niche policies, practices and structures.
- 4.2** The CEO is responsible for examining practices and procedures to ensure they are consistent with the policy.
- 4.3** The CEO is responsible for implementation of the policy through Niche, it's partners and affiliates, including determining strategies for anti-discrimination training for the professional development of staff where appropriate.

**4.4** All staff are responsible for monitoring their own behaviour to ensure that it does not result in anyone experiencing forms of discrimination.

**4.5** All lecturers and trainers are responsible for supporting students to develop an understanding of racism and discrimination and the impact on individuals and the broader community.

## **5. Monitoring, evaluation and reporting requirements**

**5.1** The CEO, will continuously monitor this through tracking of complaints through to resolution noting the methods used to resolve complaints.

**5.2** Niche third party service providers will report to CEO annually, through annual audit reports, on implementation strategies and on progress in implementing this Fairness policy, including the review of:

- the number of complaints received and those actually resolved
- methods used to resolve complaints.

## **6. Complaints handling and Sanctions**

**6.1** Behaviours and practices that are identified contravening this Fairness Policy should be reported to the CEO or trainer, who will advise management.

**6.2** Niche practices that are found to be in breach of this Fairness Policy will be remedied as soon as practicable.

**6.3** Where an individual's behaviour is identified as contravening this Fairness Policy, at first instance the offender will be provided with an opportunity to rectify their behaviour. However continued and repeated offences will not be tolerated and may result in termination of employment, suspension of studies or a ban from attending Niche facilities or the facilities of third party service providers.

**6.4** Nothing in this Policy limits a student from accessing the formal grievance procedures of Niche or indeed remedies available to them at Law.