

# JazzMusic Institute

## Access and Equity Policy

Jazz Music Institute (JMI) is committed to the access and equity principles which are detailed in this policy.

JMI embraces the concept and beliefs of equity and strives to ensure that its decision making processes reflect a commitment to access and equity. The policy of JMI is such that any person of any sex, race, creed or colour or any person with a disability may apply to enroll for training and assessment. All will be accepted provided they are –

- Capable of achieving a successful outcome.
- Able to remunerate for services rendered.
- Able to meet literacy and numeracy standard tests.

All applicants who are adjudged temporarily unsuccessful in their applications because of literacy and numeracy will be referred to either the TAFE system or a literacy and numeracy tutor.

Those unsuccessful applicants may re-apply if and when the reason stated for temporary unacceptability is removed and they will then be accepted.

JMI –

- Shall ensure all staff and students are made aware of this position at orientation.
- Will provide support with tutorial assistance for any student who is encountering learning difficulties.
- Will incorporate selection processes that ensure access for all students and employees.
- Review its access and equity policies to ensure that they:
  - Meet legislative requirements.
  - Satisfy individual student needs.
  - Enable participant outcomes are met.
  - Address community needs.
  - That the policy is checked (and amended if necessary) whenever there is a change in legislation.

This policy acknowledges the legal obligations in relation to access and equity under State and Federal legislation to ensure that all working and teaching practices are fair and equitable and the working and learning environment is non-discriminatory.

The Commonwealth and Queensland laws that make provision for equal employment opportunity, anti-discrimination and workplace and sexual harassment are listed below.

Access and Equity Policy (Student Handbook)

# **JazzMusic Institute**

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### **Commonwealth Laws**

- Disability Discrimination Act 1992.
- Racial Discrimination Act 1975.
- Sex Discrimination Act 1984.
- Age Discrimination Act 2004.
- Human Rights and Equal Opportunity Commission Act 1986.

### **Queensland Laws**

- Anti-Discrimination Act 1991.
- Equal Opportunity in Public Employment Act 1992.
- Workplace Health and Safety Act 1995.
- Industrial Relations Act 1999.
- Crime and Misconduct Act 2001.
- Racial Discrimination Act 1975.

### **Publication**

This procedure will be published in the Student Handbook and on the JMI Music Institute website ([www.jazz.qld.edu.au](http://www.jazz.qld.edu.au)).