

Harassment Policy

Racial discrimination, harassment or vilification of students, staff or members of the general public **will not be tolerated at any time.**

It is the responsibility of AVTES' Directors to ensure that employees (including those working at client workplaces as external contractors and students) are made aware of what constitutes acceptable standards of behaviour within workplace training.

They also have a responsibility to deal with complaints sensitively and quickly and to inform staff and students of their options for seeking redress.

Racial discrimination is often compounded by other forms of discrimination. For example, based on sex or disability this policy acknowledges the importance of taking other forms of discrimination into account in programs aimed at eliminating racial discrimination, harassment and/or vilification in employment and education.

Racial Discrimination is behaviour which disadvantages people on the basis of their real (or supposed) race, colour, nationality, descent or ethnic or ethno-religious or national origin.

Racial Vilification is a public act that encourages or incites others to hate, have serious contempt for, or severely ridicules a person or group of people because of race, colour, nationality, descent or ethnic or ethno-religious or national origin.

AVTES, in its commitment to the goal of freedom from racial discrimination including direct and indirect racism, racial vilification and harassment in its organisation, structure, culture and values, curriculum and learning and working environment will:

- *continue to develop and implement policies and programs to counteract the causes and redress the effects of racism in the employment and educational context;*
- *protect the rights of both students and staff to achieve their full potential in an environment which acknowledges the diverse nature of the community and encourages the affirmation of individual students and employees cultural identity;*
- *provide students and staff with a range of avenues of complaint and redress at all levels of its jurisdiction;*
- *ensure that all students and staff have a knowledge and understanding of their responsibilities in the implementation of this policy; and*
- *monitor the implementation of this policy.*

A Safe & Happy Workplace

AVTES is committed to all relevant Commonwealth, State/Territory legislation and regulatory requirements when it comes to our work environment. We seek to provide a safe workplace that is free from workplace harassment, victimisation and bullying.

AVTES is an equal opportunity employer and we seek to provide an environment for both our staff and students that practices confidentiality, anti-discrimination and one that is free of racial or religious vilification and disability discrimination.