



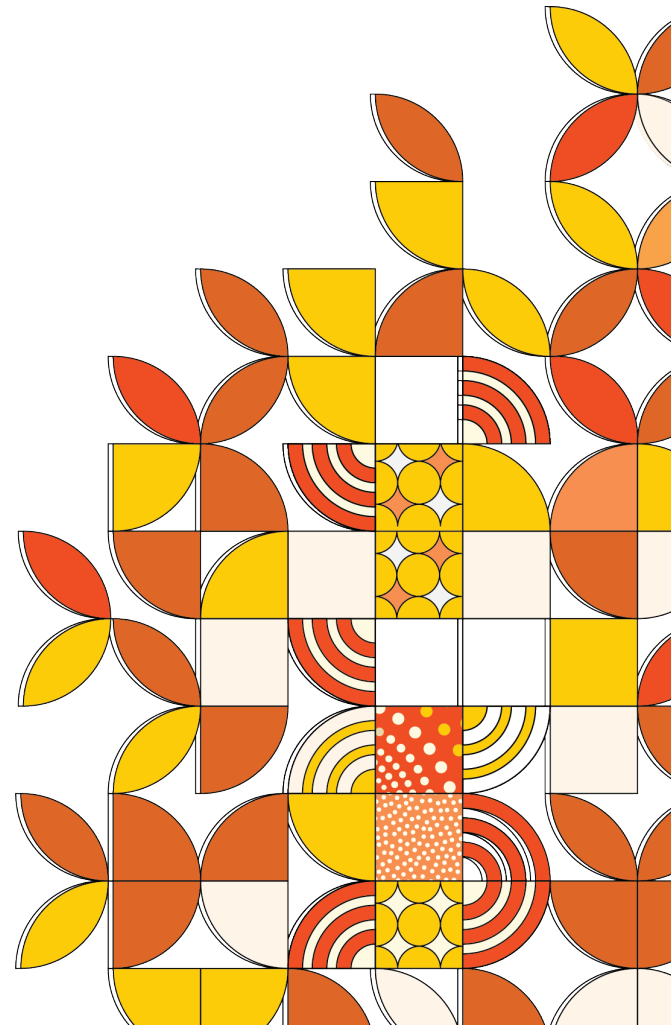
Legal entity: INSTITUTE OF HEALTH & MANAGEMENT PTY LTD.

Category: Institute of Higher Education

CRICOS Provider: 03407G | Provider ID: PRV14040

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Access and Equity Policy



SECTION 1

Purpose

1. This policy describes the Institute of Health & Management's (IHM's) principles framework for how the Institute of Health & Management (IHM) will ensure that students and staff are treated in a fair and equitable manner.

Scope

2. This policy applies to all IHM students and staff.

Suite documents

3. This Policy is linked to the following procedures:
 - a) Access and Equity procedure
 - b) See also Associated Information listed in the 'Related Internal Documents' in Section 3 below.

SECTION 2

Policy

4. **Providing and Promoting Non-discriminatory Processes**
 - a) IHM is committed to providing and promoting non-discriminatory, inclusive practices and processes to provide equal opportunities for all students to achieve their learning outcomes.
 - b) IHM strives to ensure that its decision-making processes reflect a commitment to access and equity and treating all students or prospective students fairly.
5. **Avoidance of the Creation of Artificial Barriers**
 - a) IHM is responsive to the individual needs of students whose age, gender, cultural or ethnic background, disability, sexuality, language skills, literacy or numeracy level, unemployment or remote location may present a barrier to access, participation and/or the achievement of suitable outcomes.
 - b) IHM will actively seek to avoid processes and policies that have the potential to increase barriers to participation in courses.
 - c) IHM acknowledges that many applicants and students face barriers to participation in higher education.
 - d) IHM is committed to minimising access barriers.
6. **Respect for Students' and Applicants' Information**
 - a) IHM will respect the students and applicants' rights to privacy and confidentiality of information.

- b) Student consent will be sought to share and/or publicise any personal information, e.g., disability and related matters.

7. Legislative and Ethical Obligations

- a) IHM will take all reasonable steps to ensure that policies, procedures and practices meet legislative and ethical obligations.

8. Continuous Improvement

- a) IHM will make ongoing improvements to policies, procedures and practices to ensure they reflect student feedback, research into best practice, including changes to legislation.

SECTION 3

Associated Information

<p>Related Internal Documents</p>	<ul style="list-style-type: none"> • Access and Equity Procedure • Student Selection and Admission Policy • Student Selection and Admission Procedure • Complaints and Appeals Policy • Complaints and Appeals Procedure • Learning and Teaching Policy • Learning and Teaching Procedure • Student Support and Advocacy Services Policy • Student Support and Advocacy Services Policy • Disability Policy • Disability Procedure
<p>Related Legislation, Standards, and Codes</p>	<ul style="list-style-type: none"> • Tertiary Education and Quality Standards Agency Act 2011 • Higher Education Standards Framework (Threshold Standards) 2021 • TEQSA Guidance Notes: • Education Services for Overseas Students Act 2000 • National Code of Practice for Providers of Education and Training to Overseas Students 2018 • Disability Discrimination Act (1992) • Disability Standards for Education 2005
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Approval Authority	Academic Board endorsed by Board of Directors
Responsibility for implementation	Academic Dean
Document Custodian	Academic Dean or Chair, Learning and Teaching Committee
IHM Doc ID	IHM – AEP1 – 2.1

Change History

Version Control		Version 2
Change Summary	Date	Short description of change, incl version number, changes, who considered, approved etc
	7/01/2021 Version 2.0	<ul style="list-style-type: none"> • Policy and Procedure are separated into two documents • Added version number • Minor editorial changes • Amended by the Learning and Teaching Committee at its meeting in December 2020 and feedback incorporated by the Director, Quality Assurance
	28/11/2023 Version 2.1	<ul style="list-style-type: none"> • The definitions have been relocated to the IHM glossary and the template has been updated.