



SYDNEY FILM SCHOOL

Name	Access and Equity		
What is the purpose of this policy?	To ensure that Sydney Film School (SFS) provides training services that provide a fair and reasonable opportunity for all students and staff, regardless of race, colour, religion, gender or physical disability allowing everyone to freely participate in training in a harassment free environment.		
Version	#3	Next review	July 2017
What law applies?	Anti-Discrimination Act 1977 (NSW) Disability Discrimination Act 1992 (CTH) Racial Discrimination Act 1975 (CTH) Racial Hatred Act 1995 (CTH) Sex Discrimination Act 1984 (CTH)		
Who is affected by this policy?	Who has rights?	Who has responsibilities?	
	Staff Trainers Student	Director of Education General Manager	

Policy

SFS does not tolerate discrimination and harassment and has a legal responsibility to ensure that discrimination and harassment does not occur at SFS.

Discrimination

Discrimination occurs when a person is treated less favourably than others due to the person's circumstances, characteristics or beliefs.

SFS is an equal opportunity company and does not discriminate against or favour target groups in either recruiting or training.

This can be either direct or indirect discrimination. Direct discrimination takes place when a person, organisation or group of persons is treated less fairly than others on the basis of stereotyped beliefs or views. Indirect discrimination includes rules, practices or policies which appear to be non-discriminatory and equally applicable, but operate in such a way that certain groups of people are excluded without just cause.

Harassment

Harassment is any behaviour which is unwelcome, offends, humiliates or intimidates a

person and causes the work environment to become unpleasant. If a person is being harassed then their ability to do their work is affected as they often become stressed and suffer health problems.

There are many types of harassment. These can range from direct harassment such as abuse, threats, name-calling and sexual advances; to less direct forms such as the creation of a hostile work environment, but where no direct attacks are made on an individual.

Harassment may result from behaviour which is not intended to offend or harm, such as jokes or unwanted attention however, this does not mean that it is lawful.

Procedure

Harassment and discrimination are grounds for complaint. If a student or staff member experience either, they should make a complaint in accordance with SFS' *Complaints and Appeals Policy and Procedure*.

Version Control

Approved by	Version #	Date
Policy and Procedure Committee	1	2 April 2015
Education and Operations Interface	2	1 July 2015
Policy and Procedure Committee	3	26 April 2016