



Access & Equity Principles & Processes

In accordance with the Anti-Discrimination Act 1998, no individual participant will be discriminated against (and access to courses will not be limited) on the basis of:

- race, colour, nationality, national extraction or social origin
- religion
- political opinion/trade union activity
- age, sex, sexual preference, pregnancy, marital status, parental status or family responsibilities
- medical history, criminal history
- disability (physical, intellectual, psychiatric or mental)
- impairment

The dignity and privacy of an individual will be respected at all times.

Respect will be given to the confidentiality of information acquired during the course of operation of the organisation. A participant's written permission will be gained before Electus can use information about that individual in any marketing materials. Staff members will ensure conformity to all relevant privacy legislation.

All assessment processes utilised by Electus will be valid, reliable, flexible and fair. Post assessment guidance will be available to all individuals.

An individual may be discriminated against in the provision of courses / services if

- It is based on a genuine occupational qualification, or requirement in relation to a particular position, or
- Where the provision of courses / services requires special services and facilities the supply of which would impose unjustifiable hardship or
- It is for the purpose of carrying such courses / services for the benefit of a group which is disadvantaged or has a special need because of a prescribed attribute.