



Diversity, Equity and Inclusion (DEI) Policy

Organisation: Australian Leading Institute of Technology (ALIT) **RTO Code:** 45156

Quality Area: 2 – VET Student Support **Standard:** RTO Standards 2025 – Standard 6 **Document**

Owner: CEO / Director of Student Services **Review Cycle:** Annual **Version:** 1.0

Effective Date: April 2026

1. Purpose

This policy affirms ALIT's commitment to creating an inclusive, respectful, and equitable training environment where all learners and staff are valued, supported, and empowered to participate fully in education and employment.

2. Scope

Applies to all staff, learners, contractors, visitors, and any person participating in ALIT's operations or training activities.

3. Policy Statement

ALIT values diversity as a strength. We are committed to eliminating discrimination, promoting equity, and embedding culturally responsive practices across our training and organisational culture. This policy is guided by the following legislation:

- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Disability Discrimination Act 1992
- Age Discrimination Act 2004
- Australian Human Rights Commission Act 1986
- Equal Opportunity legislation of applicable states/territories

4. DEI Commitments

4.1 Non-Discrimination

ALIT will not discriminate against any person on the basis of:

- Race, ethnicity, cultural background, or national origin
- Gender, gender identity, or sexual orientation
- Age
- Disability (physical, intellectual, psychiatric, or sensory)
- Religion or belief
- Family or caring responsibilities
- Pregnancy or parental status
- Socioeconomic background

This applies to enrolment decisions, assessment, support services, employment, and all other ALIT activities.

4.2 Culturally Responsive Practice

ALIT is committed to culturally responsive training by:

- Using learning materials that reflect diversity and avoid cultural stereotypes
- Contextualising examples and case studies to diverse industry contexts
- Recognising and accommodating different cultural communication styles
- Acknowledging and respecting Aboriginal and Torres Strait Islander peoples and cultures
- Providing language support for learners from non-English speaking backgrounds



4.3 Reasonable Adjustments

- ALIT will make reasonable adjustments to training and assessment for learners with a disability or special need
- Adjustments will not alter the competency requirements but will provide equitable means of demonstrating competence
- Adjustment requests are assessed individually and documented in the learner's file
- Learners requiring adjustments are encouraged to disclose their needs at or before enrolment

4.4 Inclusive Learning Environment

- All training spaces (physical and virtual) must be welcoming, safe, and free from harassment
- Trainers will use inclusive language and accessible delivery methods
- ALIT will provide accessible facilities and digital content in line with current accessibility standards
- Staff will receive training in inclusive practice and cultural responsiveness as part of their induction and ongoing PD

4.5 Anti-Harassment and Bullying

- ALIT has zero tolerance for bullying, harassment, or discrimination by any staff member, learner, or third party
- Any report of bullying, harassment, or discrimination will be investigated promptly and confidentially
- Substantiated complaints will result in disciplinary action, up to and including termination of enrolment or employment

5. Reporting and Complaints

Learners or staff who experience or witness discrimination, harassment, or exclusion can:

1. Report to the Student Support Officer or their line manager
2. Lodge a formal complaint under ALIT's Complaints and Appeals Policy
3. Contact the Australian Human Rights Commission if the matter is not resolved internally

All complaints are treated confidentially and without retaliation.

6. Roles and Responsibilities

Role	Responsibility
CEO	Champion DEI at the organisational level; approve policy and review outcomes
Director of Student Services	Implement DEI procedures; manage complaints; oversee adjustments
All Staff	Model inclusive behaviour; complete DEI training; report concerns
Trainers	Apply culturally responsive practice; make in-class adjustments
Compliance Officer	Monitor DEI-related complaints data; report to CI Register

7. Related Documents

- Policy: Student Support During Training
- Policy: Student Health and Wellbeing
- Policy: Student Feedback, Complaints and Appeals
- Policy: Trainer and Assessor Competency and Professional Development
- Policy: Culturally Responsive Practices

8. Review and Approval



Version	Date	Approved By	Changes
1.0	April 2026	CEO, ALIT	Initial issue