



ANTI-DISCRIMINATION, HARASSMENT, VILIFICATION & BULLYING POLICY

1.0 Introduction

Southpac has established this policy to support the Australian Skills Quality Authority (ASQA) 2025 Standards for Registered Training Organisations (RTOs). The policy has been developed and implemented to support and provide clear instruction and guidance to both Southpac staff and students regarding the fair, respectful and inclusive treatment of all persons involved in the delivery of Southpac training products and courses.

2.0 Our Commitment

Southpac aims to sustain a climate and culture for Southpac staff and students, where discrimination, harassment, bullying, victimisation and vilification are unacceptable forms of behaviour. All Southpac staff and students have the right to be treated equally regardless of job status, age, race, background, educational opportunities, gender, sexual preference, marital and parental status, national or ethnic origin, religious or political beliefs, physical and mental impairment, social origin, political opinion, trade union activity, criminal record, medical history or HIV status (all of which are “protected characteristics” i.e. those characteristics protected by law).

Southpac does not tolerate behaviour that humiliates, intimidates, threatens, insults, degrades, or incites hatred towards a person or group on the basis of race, religion, ethnicity, nationality, or other protected characteristics. This includes antisemitism and other forms of race or religion-based vilification.

3.0 Our Responsibility

Southpac’s staff and students have the right to a workplace and training environment which is free from discrimination, harassment, bullying, victimisation or vilification of any sort. Southpac and its representatives are responsible for the health, safety, welfare and wellbeing of the Southpac staff and students who report to them. They must take special care to ensure that discrimination, harassment, bullying, victimisation and vilification, or other inappropriate behaviours, are not occurring at any stage during a student’s training. Behaviour that is considered to be bullying, harassment, vilification, or other conduct in breach of this policy will be addressed immediately and directly with the individual, and further action will be taken if the individual’s behaviour continues or if the matter is serious in nature.

Where concerns are raised, Southpac will respond promptly and appropriately in line with the processes in our Participants Handbook and Complaints and Appeals Policy. This may include initial review, protective measures where required, investigation, support for affected persons, and corrective or disciplinary action.

4.0 Students' Responsibility

All students have the responsibility to ensure they are familiar with Southpac's policy on anti-discrimination, harassment, vilification and bullying behaviour; their behaviour is appropriate and consistent with the principles of equality, fairness and anti-discriminatory practices; and they do not engage in or condone any discriminatory, harassing, bullying, victimising or vilifying behaviour. Students are also expected to report any incidents or concerns they observe through Southpac's reporting or complaints processes.

5.0 Reporting and Response

Southpac encourages staff and students to report concerns relating to discrimination, harassment, bullying, victimisation, or vilification as soon as possible.

Reports will be handled respectfully, sensitively, and in accordance with Southpac's Participant's Handbook and Complaints and Appeals Policy. Southpac will consider the safety and wellbeing of affected persons and, where appropriate, provide support, investigate the matter, and take corrective or disciplinary action.