Title of Policy: Cultural Awareness Policy

Purpose of Policy:
The purpose of this policy is to build awareness and recognition of the College's policy on cultural awareness and cultural diversity and to meet requirements of external organisations, such as CRICOS and relevant Federal and State Anti-Discrimination legislation.

Definition of Terminology:
The Australian College of Applied Psychology is committed to high standards in the provision of education and training and other student services. Our students and staff reflect the cultural diversity that is Australia. Culture can be defined as shared practices, beliefs and social behaviour that distinguish a particular nation or group of people.

Scope of Policy:
This policy relates to (potential) students, staff and educators of the Australian College of Applied Psychology.

Policy Content:
We recognise, value and embrace cultural diversity through cross-cultural training to promote equity and enhance education, training, professional development and customer service.

The College provides an environment for students that is free from harassment and discrimination as set out by relevant State and Federal Anti-discrimination legislation. Where alleged harassment or discrimination occurs, grievance and appeal procedures are available to students and staff to facilitate expeditious and just resolution of problems. The relationships that College academic staff and educators develop with their students will not provide any basis for the misuse of power or trust. The College endeavours to address the reasonable needs of all of its students regardless of gender, ethnicity, age, disability or diversity of background.

The aim of the Cultural Awareness policy is to:

- promote and support cultural diversity in the College through cultural awareness training programs for all staff and students;
- cultivate a supportive environment for teaching and learning, an environment in which students are stimulated to reach a high level of academic achievement;
- continuously review all courses, modules and College policies to ensure we provide an environment free from discrimination; and
- ensure all students and staff understands their responsibilities under this policy, relevant state and federal laws, and the College's Code of Practice.

The College is committed to high standards of professional and ethical conduct in all activities, and holds its commitment and responsibilities to its students and staff as being of paramount importance. Likewise, it holds expectations about the responsibilities students and staff has, as they pursue their studies and professional development within the special environment the College has created.

Person Responsible for Policy (and its review):
Registrar

Person Responsible for Implementation:
Human Resources Manager

Record Keeping Requirements:
None

Policy Developed By:
Human Resources Manager

Policy Endorsed By:
Organisational Development Unit, Strategic Development Committee, College Council.

Date: 12 October 2006

Policy Complies with:
CRICOS, Federal and State Anti-Discrimination Laws

Policy Version Control:
V 1 (January 2007)

Managing Director Dated: 23/1/07