

POLICY STATEMENT
ACCESS & EQUITY & CLIENT SERVICE

Access & equity of opportunity in education, training and employment policy

SMIT is an equal opportunity organisation. Subject to particular staff competencies and course pre-requisites, SMIT will not limit access to employment opportunities, in the case of staff, or training, education participation, in the case of students, based on sex, race, disability or religious beliefs.

Each individual staff member has equal responsibility in the area of equality of access for all stakeholders and students.

Should any member of staff or student believe that they are being discriminated against on any of these grounds, they are encouraged to bring the grievance, in accordance with SMIT's grievance procedure to attention as follows:-

- Staff members to their immediate superior
- Students to the immediate attention of the trainer – instructor.

The General Manager shall have the ultimate responsibility to alleviate all grievances.