

**Address:** PO Box 70, Blaxcell NSW 2142**Website:** [www.iame.com.au/training-education](http://www.iame.com.au/training-education) | **Email:** [training@iame.com.au](mailto:training@iame.com.au) | **Phone:** (02) 9782 1100

## PO-22 ANTI-DISCRIMINATION POLICY

### 1. Purpose

The purpose of this policy is to demonstrate how the Institute Automotive Mechanical Engineers (ABN;57000033992, RTO90409) promotes a safe, inclusive, healthy workplace free of Discrimination, all to safeguard a strong learning environment that supports the physical and mental well-being of all individuals.

This Anti-Discrimination Policy aligns with the Standards for Registered Training Organisations (SRTO) 2025 and the requirements of applicable regulatory bodies, including all State based WorkCover Authorities, Fair Work Australia, and ASQA.

### 2. Scope

This policy applies to all employees, students, contractors, and visitors associated with RTO No. 90409. It covers all activities and Training events conducted or endorsed by IAME, both on and off-site.

### 3. Policy Statement

IAME is committed to fostering a work and learning environment that is free from discrimination, harassment, and bullying, consistent with our Zero Tolerance Mindset. We actively support all student cohorts with the inclusion of First Nations peoples and LGBTQ+ communities, further we affirm our dedication to Multicultural acceptance and its diversity. Discrimination in any manner is unacceptable.

### 4. Zero Tolerance for Discrimination

The IAME RTO enforces a strict zero-tolerance approach to any form of discrimination based on race, ethnicity, gender, sexual orientation, disability, age, religion, or any other protected attribute. Every individual is entitled to dignity, fairness, and respect. (see all Linked Policies in our RTO Handbook)

### 5. Mental Health Awareness

We recognize the importance of mental health and emotional well-being, of which Discrimination has no part to play. The IAME RTO promotes mental health through awareness campaigns, access to counselling services, and the provision of mental health workshops and resources for staff and students who feel they may have suffered from an act of discrimination.

### 6. Workplace Safety

The IAME RTO complies with all relevant occupational health and safety regulations. (see **PO-24 WH&S Policy**) We regularly assess workplace risks and implement strategies to mitigate hazards associated with Training and this to ensure a safe environment for everyone, including any direct acts of Discrimination

### 7. Training and Awareness

All staff are required to participate in ongoing professional development (see **PO-15 Trainer Continuing Professional Development (CPD) Policy**), including training on Discrimination leading to concerns of mental health, poor workplace safety, and or discrimination through diversity. Training will emphasize the importance of inclusive practices, particularly relating to First Nations and LGBTQ+ communities. (these are higher risk factors of Discrimination)

### 8. Reporting and Support Mechanisms

The IAME RTO encourages individuals to report any form of discrimination, harassment, or bullying. A confidential and secure reporting system is in place. (**PO-11 Complaints Policy**). All complaints will be taken seriously, investigated promptly, and resolved fairly.

### 6. Regular Review and Continuous Improvement

This Anti- discrimination policy will be reviewed annually and updated as needed to ensure compliance with current legislation and best practices. Input from staff and students will play a key role in shaping and improving the policy. (**PO-15 Trainer Continuing Professional Development (CPD) Policy**).

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### 7. Commitment to Diversity

The IAME RTO celebrates the richness of a diverse community and values the unique perspectives that individuals from different cultural, social, and personal backgrounds bring to our learning environment. We are dedicated to promoting inclusion, collaboration, and equal opportunity, with zero tolerance to discrimination.

By implementing and upholding this Anti-Discrimination Policy, the IAME RTO reaffirms its commitment to creating a supportive, respectful, and equitable environment for all members of our community.

### 8. Monitoring and Review

The policy will be reviewed annually to ensure alignment with regulatory requirements and industry standards.

Document Control Information and History				
Version	Date	Created / Modified	Created by	Approved by
V1.0	16/06/2025	Created	Peter Blanshard Chief Executive Officer – IAME / RTO	Jeffrey Richards Chairperson: IAME Board of Directors

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