

Diversity, Inclusion and Wellbeing Policy

1. Purpose

Contempo College is committed to fostering a safe, respectful, and inclusive environment for all students and staff. This policy ensures that all individuals are treated with dignity and respect, free from discrimination, harassment, and vilification.

2. Scope

This policy applies to:

- All students
- All staff (including contractors and trainers)
- All college-related activities (on-site and online)

3. Policy Statement

Contempo College has a **zero-tolerance approach** to:

- Discrimination
- Harassment
- Bullying
- Vilification

This includes behaviour based on:

- Race
- Religion
- Ethnicity
- Gender
- Sexual orientation
- Disability
- Cultural background

4. Vilification and Antisemitism

Contempo College explicitly prohibits all forms of vilification, including **antisemitism**.

Antisemitism includes (but is not limited to):

- Verbal abuse, slurs, or offensive comments targeting Jewish individuals or communities
- Denial, distortion, or trivialisation of historical events such as the Holocaust

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- Stereotyping, discrimination, or exclusion based on Jewish identity or religion
- Display or distribution of hateful material

Any such behaviour will be treated as serious misconduct and may result in disciplinary action.

5. Responsibilities

Management

- Ensure policies are implemented and accessible
- Promote a culture of inclusion and respect
- Monitor compliance and respond to incidents

Staff

- Model respectful behaviour
- Report incidents of discrimination or vilification
- Support students in a fair and inclusive manner

Students

- Treat others with respect
- Comply with the Code of Conduct
- Report inappropriate behaviour

6. Reporting and Complaints Process

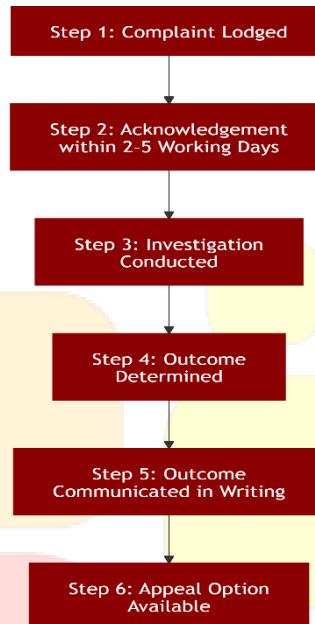
Students and staff can report concerns through:

- Directly to a trainer or supervisor
- Compliance or administration team
- Formal complaints process

All complaints will:

- Be handled confidentially
- Be assessed promptly
- Follow procedural fairness principles

7. Complaint Handling Process (Flow)



8. Disciplinary Actions

Where a breach is confirmed, actions may include:

- Warning
- Mandatory training
- Suspension
- Cancellation of enrolment or termination of employment

9. Training and Awareness

Contempo College will:

- Provide staff training on diversity and inclusion
- Promote awareness among students
- Regularly review practices to improve inclusivity

10. Continuous Improvement

- Incidents are recorded and monitored
- Trends are reviewed

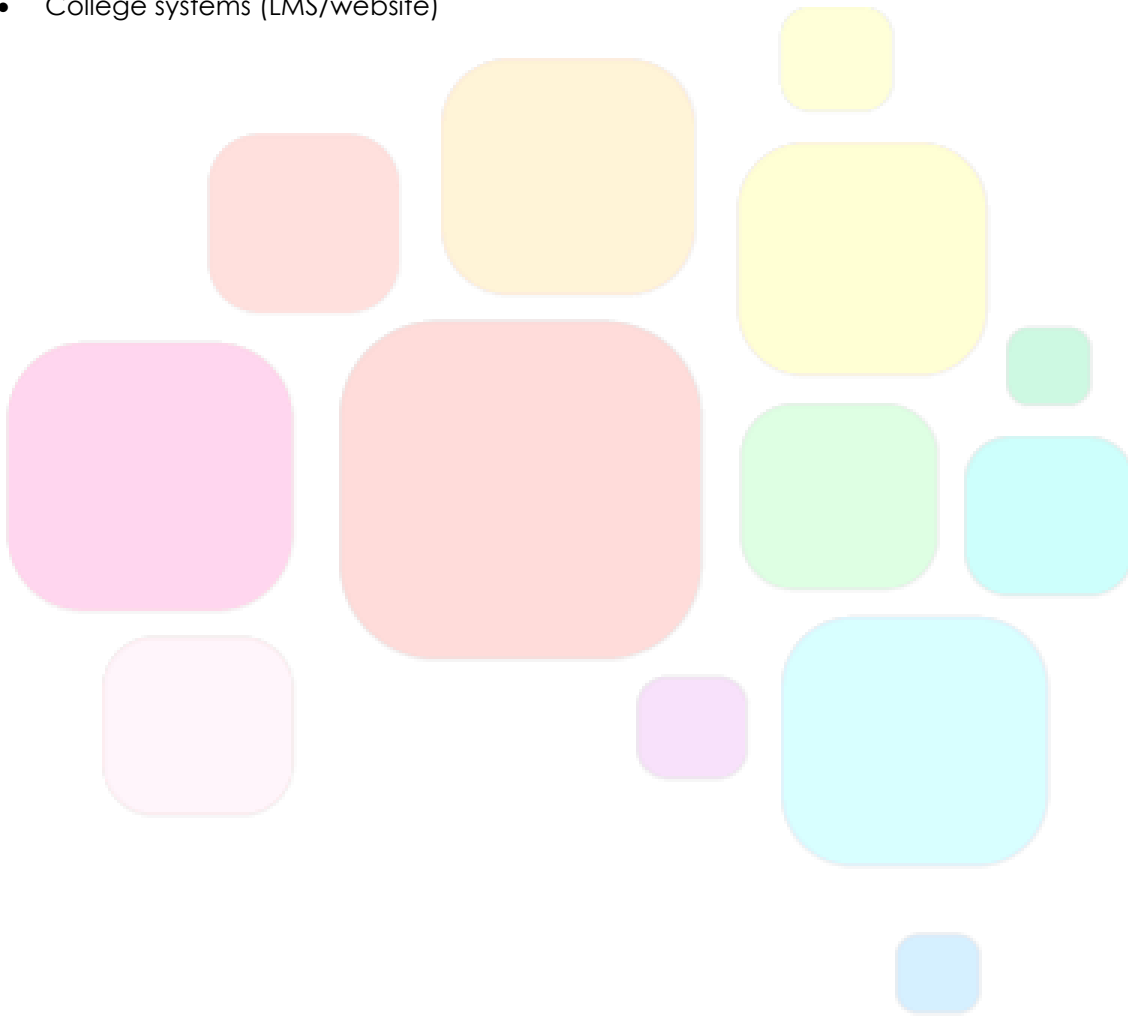
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- Improvements are implemented through compliance systems

11. Access to Policy

This policy is available via:

- Student handbook
- Staff handbook
- College systems (LMS/website)



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