

# **MENZIES INSTITUTE OF TECHNOLOGY**

## **POLICY SUMMARY FOR STUDENTS**

### **MITP53 - Fair Treatment and Equal Benefits Policy**

VERSION: 11

LAST REVIEWED: 2025

NEXT REVIEW: 2028

#### **PURPOSE OF THIS POLICY**

This policy ensures that all students at Menzies are treated fairly, with dignity and respect, regardless of their background or personal characteristics. We are committed to creating inclusive, culturally safe learning environments where everyone has equal opportunity to succeed. We actively promote diversity, prevent discrimination, support students with disability through reasonable adjustments, and ensure cultural safety for First Nations peoples.

#### **KEY SECTIONS OF THE POLICY**

1. Fair Treatment: All students receive equal access to training, consistent application of standards and procedures, decisions based on merit and relevant criteria only, and protection from discrimination based on race, gender, disability, age, religion, sexual orientation, or any other protected attribute. 2. Diversity and Inclusion: We celebrate and welcome diversity, create inclusive learning environments, respect individual differences and perspectives, and address unconscious bias. 3. Cultural Safety for First Nations Peoples: We create spiritually, socially, emotionally, and physically safe environments for First Nations students with no assault, challenge, or denial of identity and experience. 4. Support for Students with Disability: Reasonable adjustments provided in accordance with MITP83 policy, accessible facilities and materials, support needs identified early, and assistive technology and support services available. 5. Wellbeing Support: Early identification of wellbeing needs, appropriate support services, confidential counselling, and referrals to external services when needed.

#### **KEY POINTS FOR STUDENTS**

✓ You will be treated with fairness, dignity, and respect at all times. ✓ Discrimination, harassment, or bullying is never acceptable. ✓ If you have a disability, we'll work with you to provide reasonable adjustments. ✓ First Nations students have access to culturally safe support and services. ✓ Your diverse background and experiences are valued and respected. ✓ Support services are available if you need help with any aspect of your studies or wellbeing. ✓ You have the same rights and opportunities as every other student. ✓ Report any concerns about unfair treatment to Student Services.

## **CONTACT INFORMATION**

For support or to discuss concerns: Student Services: 1300 244 002, [academics@menzies.vic.edu.au](mailto:academics@menzies.vic.edu.au)

CEO: 1300 244 002, [sam@menzies.vic.edu.au](mailto:sam@menzies.vic.edu.au)

Related policies: MITP83 Reasonable Adjustment, MITP28 Student Support Services, MITP21

Bullying and Harassment Prevention.

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This is a summary only. The full policy contains detailed procedures and responsibilities. You can request the full policy from Student Services.