

Diversity, Inclusion and Cultural Safety Policy

Provider	The Bright College RTO 45752 CRICOS 03945D
Campus	Level 2, 440 William Street, Perth WA 6000
Policy version	3.1
Regulatory review	15 September 2026
Applies to	All applicable domestic and international students
Policy owner	CEO / Academic Manager
Next review	15 September 2027

Regulatory framework

- National Vocational Education and Training Regulator Act 2011 (Cth).
- National Vocational Education and Training Regulator (Outcome Standards for Registered Training Organisations) Instrument 2025 (effective for RTOs from 1 July 2025).
- Disability Discrimination Act 1992 (Cth).
- Disability Standards for Education 2005 (current compilation from 1 August 2026).
- Racial Discrimination Act 1975 (Cth).
- Sex Discrimination Act 1984 (Cth).
- Age Discrimination Act 2004 (Cth).
- Equal Opportunity Act 1984 (WA).

1. Purpose

To provide a learning environment that is safe, inclusive, accessible and respectful of diversity, and to promote culturally safe participation, including for First Nations students.

2. Principles

- Students are treated fairly and with dignity regardless of race, colour, sex, gender, age, disability, religion, culture, language, nationality, socio-economic background or other protected attribute.
- The College will identify barriers to participation and take reasonable steps to remove or reduce them.
- First Nations students must be able to participate in a culturally safe learning environment that respects identity, culture and community.
- Harassment, victimisation, discrimination and vilification are not acceptable.
- Reasonable adjustment is managed under the Reasonable Adjustment and Disability Support Policy.

3. Inclusive practice

- Course information, teaching and support will use inclusive language and accessible formats where reasonably practicable.
- Trainers/teachers will use respectful examples and avoid stereotypes, humiliating comments or unnecessary disclosure of personal characteristics.

- Cultural/religious needs will be considered where they can be accommodated without compromising safety, training-product requirements or lawful operational needs.
- Interpreter/referral support may be considered where needed.

4. Concerns and complaints

Students may raise concerns without victimisation through staff, Student Support or the Complaints and Appeals Policy. Serious conduct may also be managed under the Student Code of Conduct, WHS or disciplinary processes.

5. Continuous improvement

The College will review feedback, complaints, support data, reasonable-adjustment requests and incidents to identify systemic barriers and opportunities to improve inclusion and cultural safety.

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