

Human Rights Policy

1. Purpose

The Human Rights Act 2019 aims to create a culture that respects, protects, and promotes the human rights of all people in Queensland.

The rights and protections set out in the Anti-Discrimination Act 1991 and the Human Rights Act 2019 recognise the value of every one and make sure the principles of freedom, respect, equality and dignity underpin our interactions with each other.

A human rights approach means that Smartskill Pty Ltd must:

1. consider human rights when they make decisions; and
2. act and make decisions in a way that is compatible with human rights.

1. Policy Statement

Smartskill is committed to consider human rights when they make decisions and act and make decisions in a way that is compatible with human rights. To carry out these responsibilities, Smartskill will follow steps when acting or making decisions. If the act or decision appears incompatible, modify it if possible then reassess for compatibility.

If the act or decision limits human rights, but is assessed as compatible, then Smartskill Pty Ltd will document the justification for the act or decision, and the process used to consider human rights. Smartskill Pty Ltd will seek guidance on a specific issue, or will consult www.qhrc.qld.gov.au. or call 1300 130 670 when required.

3. Smartskill Obligations

Smartskill is committed to consider human rights when they make decisions and act and make decisions in a way that is compatible with human rights including:

- Every person is equal before the law and is entitled to the equal protection of the law without discrimination.
- Every person has the right to equal and effective protection against discrimination.
- Every person has the right to freedom of thought, conscience, religion and belief
- Every person has the right to hold an opinion without interference.
- Every person has the right to freedom of association with others, including the right to form and join trade unions.

4. Policy principles

All persons with a particular cultural, religious, racial or linguistic background must not be denied the right, in community with other persons of that background, to enjoy their culture, to declare and practise their religion and to use their language.

Smartskill is aware that Aboriginal peoples and Torres Strait Islander peoples hold distinct cultural rights.

5. Smartskill Responsibilities

The Director of Smartskill is responsible to ensure every person has the right to have access, based on the person's abilities, to further vocational education and training that is equally accessible to all.

Smartskill Pty Ltd will act or makes decisions that do not limit or restrict any of the relevant rights identified above.

6. Records Management

All documentation related to Human Rights and further resources are found at www.qhrc.qld.gov.au.

7. Monitoring and Improvement

All Human Rights practices are monitored by the Director of Smartskill and areas for improvement identified and acted upon. (See Continuous Improvement Policy)