



Australian Government

Assessment Requirements for PSPGEN114 Work effectively with diversity and inclusion

Release: 1

Assessment Requirements for PSPGEN114 Work effectively with diversity and inclusion

Modification History

Supersedes and is not equivalent to PSPGEN015 Work effectively with diversity.

Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and on at least one occasion:

- undertake a structured process to reflect on own perspectives on diversity and inclusion
- demonstrate practices that respect and include people from diverse backgrounds
- access information, including legislation and codes of conduct, and identify how they apply to own work practices.

Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- requirements of legislation and organisational policies and procedures relating to diversity and inclusion
- definitions of diversity
- the benefits of diversity and inclusive work practices
- awareness of related legislation including:
 - direct and indirect discrimination
 - harassment and victimisation
- specific measures or exceptions to achieving equity
- collaborative work practices, including an understanding of lived experience in an inclusive work environment
- organisational processes for responding to legislative requirements, including referral and grievance processes.

Assessment Conditions

Skills must be demonstrated in the workplace or in a simulated environment that reflects workplace conditions.

Assessment must ensure access to:

- legislation and organisational policies and procedures relating to diversity and inclusion
- organisational processes for responding to legislative requirements including referral and grievance processes
- sources of information on diversity, inclusion and equity issues

- resources and equipment of the working environment.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=bebbece7-ff48-4d2c-8876-405679019623>