

Support for Students with Diagnosed Access Needs

Policy

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Related policies and documents:	Support for Students with Diagnosed Access Needs Procedure Student Complaints, Grievances and Appeals Policy and Procedure Student Guide (Published on student portal) Diversity, Access and Equity for Students Policy

Purpose

To ensure that William Angliss Institute (WAI) builds a supportive and inclusive learning environment that respects the needs of all students in training and education who live with diagnosed disabilities, and medical or mental health conditions, which require access or adjustment in order to participate.

Coverage

This policy applies to all WAI employees, contractors, agency staff, and visitors delivering services to students including at admission and enrolment, participation in the course or program, and use of facilities or services.

Policy

WAI commits to the objectives of the Disability Discrimination Act 1992 (Cth), the Disability Discrimination Regulations 1996 (Cth) and Disability Standards for Education 2005 (Cth) as amended and will take positive steps to uphold and embed the principles described by the Acts and Regulations. This includes promoting access and equity for students and encouraging Institute-wide inclusion of students with diagnosed conditions to be able to participate in education on the same basis as students without a diagnosed condition.

William Angliss Institute will ensure that:

- Students have access to appropriate and timely support without discrimination.
- Students with disability and medical and mental health conditions are provided with equitable access to learning and to all student opportunities, on the same basis as other students.
- Teaching Department staff will apply suitable reasonable adjustments to assist students in meeting their course requirements.

- All staff will apply equity to students with access needs when using WAI services and facilities.
- Changes are made to the physical and learning environments to continually improve access and inclusion for students with a disability, medical or mental health condition.

Definitions

Disability: - has the meaning defined by the Disability Discrimination Act 1992 (Clth). Disability includes:

- Sensory impairment (e.g. deaf/hard of hearing/blind/vision/speech disability.)
- Physical/mobility disability.
- Specific learning disability.
- Mental health condition(s).
- Acquired brain injury.
- Medical condition(s).
- Temporary disability.
- Autism Spectrum condition.
- Intellectual disability.
- Neurological/birth conditions.

Adjustment: - measure or action (or a group of measures or actions) taken by WAI that has the effect of assisting a student with a disability, medical or health condition in accessing any of the following:

- Admission, enrolment, or graduation.
- Participation in the course or program.
- Use of facilities or services.

Reasonable: - as applied to adjustment has the meaning of reasonable in relation to a student with a disability, medical or mental health condition if it balances the interests of all relevant parties.

Reasonable adjustment: - reasonable adjustment refers to measures or actions taken in order to provide equitable opportunity for a student with a disability, medical or mental health condition. Adjustments may include alternative assessment arrangements, Education Access Workers in class aids and/or assistance to access facilities or services which a person without a disability, medical or mental health condition does not require. For adjustments to be reasonable they need to be appropriate to the individual student with a disability, medical or mental health condition made in consultation with relevant parties and developed on a case-by-case basis.

Discrimination: - as defined in the Disability Discrimination Act 1992 (Clth).

Disability Standards for Education: - Section 31 of the Disability Discrimination Act 1992 (Clth) enables the Attorney-General to formulate disability standards in relation to a range of areas, including the education of persons with a disability. The Standards are subordinate legislation and are subject to the objects of the Act. They clarify and elaborate the legal obligations in relation to education. Under Section 32 of the Act, it is unlawful for a person to contravene a disability standard. A complaint about an alleged contravention can be made to the Human Rights and Equal Opportunity Commission.

Legislative and/or Institute Management Context

This policy enables WAI to comply with regulatory and management legislation including but not limited to:

- Disability Discrimination Act 1992 (Clth)
- Disability Standards for Education 2005 (Clth)
- Equal Opportunity Act 2010 (Vic)
- Information Privacy Act (relevant Act to State or Territory)

Non-compliance with Policy

Established breaches of WAI Policy and any associated procedures will be met with disciplinary action and may result in dismissal. Proven non-adherence may also result in the initiation of legal investigations where breaking the law prescribes legal action.