PL_AC_010 Disability Policy

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<tr>
<td>Document Owner</td>
<td>Director of Student Services and Campus Operations</td>
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<tr>
<td>Responsible Officer</td>
<td>National Student Support Manager</td>
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<td>April 2022</td>
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Related Documents
- Admissions Policy
- Procedure for Requesting Reasonable Adjustments due to Disability
- Staff Fact Sheet: Students with Disability (staff access only)
- Student Fact Sheet: Studying with Disability
- Learning Access Plan
- Learning Statement of Access (staff access only)

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<td>Academic Policy and Appeals Committee Executive Group</td>
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1. Context

Torrens University Australia supports the right of people with disabilities to be involved in all facets of community life, including full and equitable participation in vocational and higher education. To that end, the purpose of this policy is to drive innovation, and future improvements and systemic changes, referring to the provision of physical, learning and social environments that cater to students with a disability. The University provides an accessible and inclusive environment free of discrimination for students with disabilities and their carers. The University is committed to meeting its obligations outlined by the Commonwealth Disability Discrimination Act 1992 (DDA) and the Disability Standards for Education 2005. The University will act in accordance with the spirit and requirements of the legislation and guidelines.

2. Definitions

Disability: the University uses the definition of Part 1 Section 4 of the Disability Discrimination Act (1992) which includes physical, neurological, psychological and psychiatric conditions and injuries, and ongoing medical conditions.

Discrimination: occurs when a person treats or proposes to treat someone unfavourably because of a personal characteristic protected by law. Discrimination on the basis of a person’s disability can be against the law.

Inherent requirements: skills and knowledge in a course which must be successfully completed by students regardless of their disability because they are essential to the relevant course.

Reasonable adjustments: adjustments that can be made to allow a student with a disability to participate in education on the same basis as other students. Adjustments are reasonable if they balance the interests of all parties affected and do not affect the academic standards or inherent requirements of a subject or course.

3. Scope

This policy applies to all Torrens University Australia students and staff.
4. Principles

- The University is guided by the principles relating to access and equity for students and prospective students with a disability and carers of a person with a disability.
- The University is committed to fostering a positive environment with informed behaviours and attitudes among staff and students.
- Inclusive practice is the primary strategy for accommodating the needs of students with disabilities and their carers. Wherever reasonably practicable, barriers will be removed or reduced systematically thereby reducing the need for students with disabilities to seek tailored services or adjustments.
- Students and, where applicable, prospective students with disabilities have a responsibility to provide information that will assist the University in the timely planning and implementation of appropriate services and adjustments.
- Provision of appropriate services for students with disabilities is the shared responsibility of relevant organisational areas within the University.
- The University recognises that students with disabilities are themselves best placed to understand their disability and capacities. Consequently, students with disabilities seeking reasonable adjustments share the responsibility for identifying appropriate solutions.
- Reasonable services and adjustments will be designed to reduce or remove disability-related barriers and support student independent learning but will not be implemented in such a way that diminishes the academic standards and integrity of University courses, or imposes unjustifiable hardship on the University.

5. Admission to a Torrens University Australia course

- In order to ensure that students with disabilities are not discouraged from applying for admission to its courses, nor discriminated against by admission processes, the University has implemented and monitors a flexible range of entry pathways.
- In order to ensure access and participation is consistent with the commitment and responsibility the University has to students with disabilities, a person with a disability will be able to seek admission on the same basis as a prospective student without a disability.
- The University recognises that students with disabilities may have experienced prior educational disadvantage as a result of their disability. This disadvantage may be taken into consideration by the University during admission processes.
- The University provides all prospective students with advice that informs them of the ‘inherent requirements’ of courses including information detailing any specific competencies which are required. Students with disabilities can be provided with reasonable services and adjustments to meet the inherent requirements of the course when possible. However, these inherent requirements cannot be compromised.
6. Disclosure

Students with disabilities do not need to disclose that they have a medical condition or disability. However, if they require assessment and/or study adjustments or other support services:

- they will be required to disclose that they have a disability and/or medical condition (without necessarily naming the disability/condition), and
- they will need to describe its impact on their studies.

All applications must be supported by documentation from a relevant treating medical practitioner or allied health professional.

Disclosure of a disability at admission does not lead to the automatic provision of disability services.

7. Work Placements and Study Abroad

Students with disabilities may be required to:

- meet any requirement for fitness tests applicable to work placements to be undertaken, and/or
- provide evidence from a medical, psychological or other recognised professional specialists that they can travel and live overseas.

8. Risk management

Where the nature or extent of a student’s disability has the potential to create a health and safety risk for themselves, staff, students or others, a risk assessment should be carried out and appropriate control measures put in place, with the advice of Human Resources.

9. Appeals

A student or prospective student with a disability or medical condition who is dissatisfied with an admission or reasonable adjustment decision by the University may appeal the decision by following the Student Complaints Policy and Internal Review Procedure.

10. References
