

# Disabilities, Mental Health Illness and/or Ongoing Medical Conditions Policy

## Section 1 - Background and Purpose

(1) To eliminate harassment and discrimination against people with a disability and to ensure staff and students are afforded their rights as outlined in the [Disability Discrimination Act, 1992 \(Cth\)](#) and the [Equal Opportunity Act 1995 \(Vic\)](#).

## Section 2 - Scope

(2) All campuses and centres

- a. All staff, students and official visitors
- b. All official University activities off campus

## Section 3 - Policy Statement

(3) Within the framework established by the [Disability Discrimination Act, 1992 \(Cth\)](#) and the [Equal Opportunity Act 1995 \(Vic\)](#) the University aims to meet the needs of staff and students with a disability by providing an inclusive model of service.

(4) The University is committed to the following principles:

- a. The elimination of direct or indirect discrimination against a person with a disability, medical condition or mental health illness.
- b. Freedom from harassment and discrimination.
- c. Promotion of human dignity, rights and opportunities.
- d. Privacy and confidentiality.
- e. Promotion of understanding and awareness.
- f. Ongoing consultation with staff and students with a disability.
- g. Selection of staff and students on merit.
- h. Ensuring an accessible physical environment.
- i. Ensuring an accessible electronic environment.
- j. Development and maintenance of a disability action plan to cover all areas of university life.

## Section 4 - Procedures

(5) Nil.

## Section 5 - Definitions

(6) This policy accepts the definitions outlined in related legislation.

## Section 6 - Stakeholders

Responsibility for implementation – All staff; College Pro Vice-Chancellors; Heads of School; Heads of Organisational Units; Managers and Supervisors; Senior Staff.

Responsibility for monitoring implementation and compliance – Manager, Equality and Diversity Centre; Equality, Diversity and Wellbeing Committee.

## Status and Details

<b>Status</b>	Historic
<b>Effective Date</b>	18th November 2016
<b>Review Date</b>	1st April 2017
<b>Approval Authority</b>	Vice-Chancellor
<b>Approval Date</b>	15th November 2016
<b>Expiry Date</b>	17th December 2017
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