

Disability Policy

Section 1 - Background and Purpose

(1) To provide staff, students and visitors to the University who have a disability with an environment that is free from harassment and discrimination and which recognises they have the same fundamental rights as the rest of the University community under the [Disability Discrimination Act, 1992 \(Cth\) \(DDA\)](#) and the [Equal Opportunity Act 2010](#).

(2) To develop and maintain an inclusive culture that proactively eliminates barriers to access and participation in work and study.

Section 2 - Scope

(3) This Policy applies to all campuses, all staff, students and official visitors to the University and all official University activities, including those held off campus and/or through an official partnership of the University.

Section 3 - Policy Statement

(4) The University is committed to ensuring:

- a. the elimination of direct or indirect discrimination against a person with a disability
- b. the use of Web Content Accessibility Guidelines, Universal Design for Learning principles and Access to Premises Standards to guide the University's building, facilities, academic programs, curriculum and services
- c. freedom from harassment and discrimination
- d. promotion of human dignity, rights and opportunities
- e. protection of privacy and confidentiality
- f. promotion of understanding and awareness of equity and diversity
- g. staff and student experience will be comparable for those with and without disability
- h. ongoing consultation with staff and students with a disability
- i. selection of staff and students on merit
- j. reasonable adjustments to allow access for students and staff with a disability to the academic programs, services and facilities of the University on the same basis as other people
- k. the monitoring of student and staff experience in order to inform policy and the provision of services
- l. the development and maintenance of a [Disability Action Plan](#) to cover all areas of University life.

Section 4 - Procedures

(5) Refer to [Disability Action Plan](#).

Section 5 - Definitions

(6) For the purpose of this Policy:

- a. Disability: The definition of disability adopted by La Trobe University is that which appears in [Section 4](#) of the [Disability Discrimination Act 1992](#).
- b. Disability (Access to Premises - Buildings) Standards 2010: building accessibility and safety standards to meet future needs and current expectations of equity and fairness.
- c. [Disability Action Plan](#): a strategic planning document that aims to make the University more accessible and inclusive for people with a disability.
- d. Discrimination: The definition of discrimination adopted by La Trobe University is that which appears in [Sections 5 and 6](#) of the [Disability Discrimination Act 1992](#).
- e. Inclusive culture: the development of policy, practice and assessment which is effective for all learners.
- f. Reasonable adjustment: the term applied to modifying the learning or work environment, or making changes to the curriculum to assist a learner with a disability or to assist a staff member with a disability to be able to perform their work.
- g. Universal Design for Learning: educational framework that guides the development of flexible learning environments to accommodate individual learning differences.
- h. [Web Content Accessibility Guidelines \(WCAG 2.0\)](#): a single shared standard for web content accessibility that meets the needs of individuals, organisations and governments internationally.

Status and Details

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