

Disability Policy

Section 1 - Key Information

Policy Type and Approval Body	Administrative – Vice-Chancellor
Accountable Executive - Policy	Deputy Vice-Chancellor (Academic)
Responsible Manager - Policy	TBC
Review Date	14 May 2027

Section 2 - Background and Purpose

- (1) The Policy articulates La Trobe University's (the University) commitment to accessibility and disability inclusion and providing 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 <u>Disability Discrimination Act</u>, 1992 (Cth) (DDA), <u>Equal Opportunity Act</u> 2010 and the <u>Fair Work Act</u> 2009 (Cth).
- (2) To develop and maintain an inclusive culture that proactively eliminates barriers to access and participation in work and study.
- (3) This Policy reflects the <u>La Trobe University Enterprise Agreement 2023</u> (Enterprise Agreement) commitment to providing workplace adjustments to support staff with a disability and aligns with the <u>Workplace Adjustment (Staff)</u> Policy.

Section 3 - Scope

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

Section 4 - Key Decisions

Key Decisions	Role
NA	NA

Section 5 - Policy Statement

- (5) 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
 - I. the implementation and monitoring of the <u>Universal Design and Inclusion Action Plan 2023-2030</u> to cover all areas of University life

Section 6 - Procedures

(6) Refer to Universal Design and Inclusion Action Plan 2023-2030.

Section 7 - Definitions

- (7) For the purpose of this Policy:
 - a. Disability: The definition of disability adopted by La Trobe University is that which appears in <u>Section 4</u> of the <u>Disability Discrimination Act 1992</u>.
 - 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. <u>Disability Action Plan</u>: 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 <u>Sections</u> 5 and 6 of the <u>Disability Discrimination Act 1992</u>.
 - 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.

Section 8 - Authority and Associated Information

(8) This Policy is made under the:

- a. La Trobe University Act 2009
- b. Disability Discrimination Act 1992
- c. Equal Opportunity Act 2010
- d. Fair Work Act 2009

(9) Associated information includes:

- a. La Trobe University Enterprise Agreement 2023
- b. University Code of Conduct
- c. Workplace Issue Resolution (Staff) Procedure
- d. Workplace Adjustment (Staff) Policy

Status and Details

Status	Current
Effective Date	18th December 2017
Review Date	14th May 2027
Approval Authority	Vice-Chancellor
Approval Date	14th December 2017
Expiry Date	Not Applicable
Responsible Manager - Policy	Sue Bennett Deputy Vice-Chancellor (Academic)
Enquiries Contact	Office of the Deputy Vice-Chancellor (Academic)

Glossary Terms and Definitions

"staff" - Staff means any person employed by the University as per the definition in the La Trobe University Act 2009 (Vic).