

Disability Policy

This policy is being updated to reflect the new Enterprise Agreement and may currently contain out of date information. If you have any questions, please lodge an Ask HR ticket.

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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