

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 [Disability Discrimination Act, 1992 \(Cth\) \(DDA\)](#), [Equal Opportunity Act 2010](#) and the [Fair Work Act 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 [La Trobe University Enterprise Agreement 2023](#) (Enterprise Agreement) commitment to providing workplace adjustments to support staff with a disability and aligns with the [Workplace Adjustment \(Staff\) 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
- l. the implementation and monitoring of the [Universal Design and Inclusion Action Plan 2023-2030](#) 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 [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.

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	Jessica Vanderlelie Deputy Vice-Chancellor (Academic)
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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).