

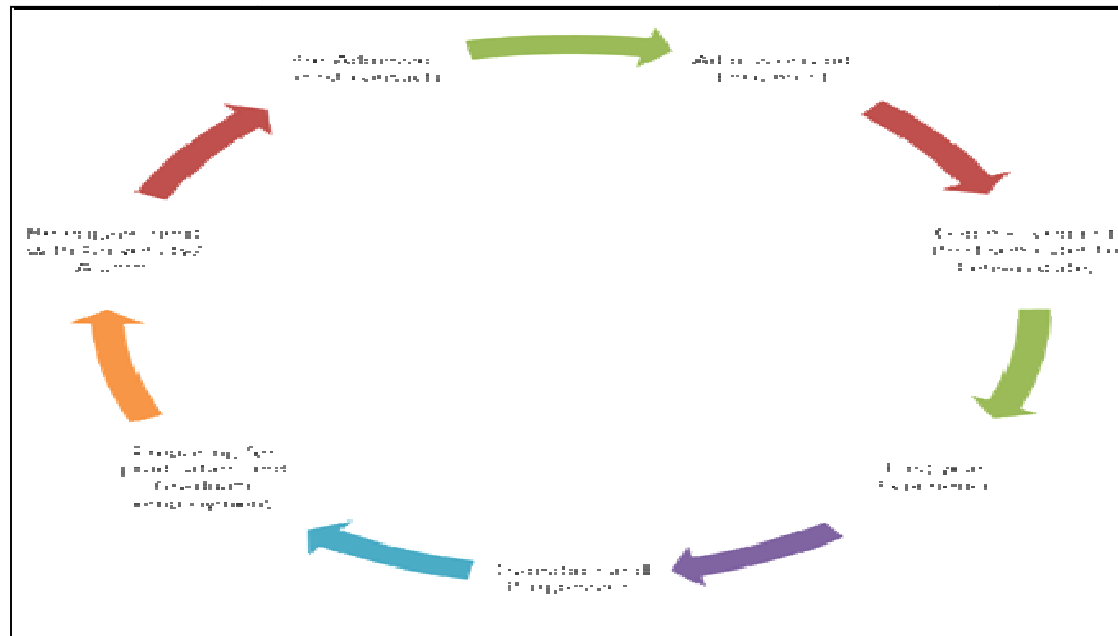


## **Student Disability Action Plan 2010 - 2013**

University of New England, Armidale

## Preamble

Students of the University of New England are a priority and the University is committed to providing its students with an outstanding experience throughout the student life cycle.



The University acts in accordance with the Disability Discrimination Act 1992 and the Education Standards for Students with a Disability 2005. The UNE Student Disability Action Plan (DAP) actively seeks to protect, promote, monitor and facilitate equality of access to students with a disability.

## **Purpose of the UNE Student Disability Action Plan**

This Student Disability Action Plan has been developed in order to eliminate any discriminatory practices, promote equitable experiences of university engagement to all students, to facilitate proactive solutions over the coming four years and to monitor the plan at all levels of the University. This will be achieved by:

- Identifying barriers (Awareness);
- Developing actions to remove barriers (Access);
- Demonstrating commitment to equality (Adjustments); and
- Monitoring UNE's compliance (Accountability).

## Definition

The term “disability”, in relation to a person, means:

- a. total or partial loss of the person’s bodily or mental functions; or
- b. total or partial loss of a part of the body; or
- c. the presence in the body of organisms causing disease or illness; or
- d. the presence in the body of organisms capable of causing disease or illness; or
- e. the malfunction, malformation or disfigurement of a part of a person’s body ; or
- f. a disorder or malformation that results in the person learning differently from a person without the disorder or malfunction; or
- g. a disorder, illness or disease that affects a person’s thought processes, perception of reality, emotions or judgement or that results in disturbed behavior; and includes a disability that:
  - h. presently exists; or
  - i. previously existed but no longer exists; or
  - j. may exist in the future; or
  - k. is imputed to a person.

Source:[www.hreoc.gov.au/disability\\_rights/action\\_plans/Tertiary\\_Education\\_Guide/tertiary\\_education\\_guide](http://www.hreoc.gov.au/disability_rights/action_plans/Tertiary_Education_Guide/tertiary_education_guide)

## Current Practice at UNE

Present practices and policies that show UNE'S commitment to protecting and facilitating equal access of all students to quality education include:

### ***Access and Equity Officer***

Deals with student grievances and equity issues.

Contact: [student.equity@une.edu.au](mailto:student.equity@une.edu.au)

### ***Disability Adviser***

Facilitates adjustments/provisions in order to allow the student to participate as independently as possible on the same basis as other students.

Contact: [askune@une.edu.au](mailto:askune@une.edu.au)

### ***UNE Ombudsman***

Ensures that members of the University community are treated fairly by individuals, offices, committees, boards or any other group within the University.

Contact: [uniombud@une.edu.au](mailto:uniombud@une.edu.au)

**University Policies:** <http://www.une.edu.au/policies/alphabetic.php>

- *Assessment Policy*
- *Code of Conduct*
- *General Rules*
- *Grievance Mediation Policy and Procedures*
- *Intensive School Guidelines*
- *Learning Resources Policy*
- *Sex-Based Harassment Policy and Procedures*
- *Student Behavioural Misconduct Policy*
- *Student Complaint Handling and Resolution Policy*

## Disability Discrimination Act

The Disability Discrimination Act protects individuals in Australia from direct and indirect discrimination based on Disability. It imposes legal obligations not to discriminate against people with a disability. It also promotes the development of disability standards such as the Disability Standards for Education and the development of Disability Action Plans.

The purpose of the University of New England's Disability Action Plan for Students is to establish strategies that achieve the objectives of the Disability Discrimination Act, 1992 and which include the changes to the Act in August 2009, and that successfully support students through the student life cycle.

- (a) to eliminate, as far as possible, discrimination against persons on the grounds of disability in the areas of :
  - (i) work, accommodation education, access to premises, clubs and sport; and
  - (ii) the provision of goods, facilities, services and land; and
  - (iii) existing laws; and
  - (iv) the administration of Commonwealth laws and programs; and
- (b) to ensure, as far as practicable, that persons with disabilities have the same rights to equality before the law as the rest of the community; and
- (c) to promote recognition and acceptance within the community of the principle that persons with disabilities have the same fundamental rights as the rest of the community.

To meet these objectives the University has **four** broad aims:

1. UNE sees the need to raise **AWARENESS** of the student life cycle, in particular the journey of the Student with a Disability.
2. UNE commits to endeavoring to provide **ACCESS** on an equal basis by
3. UNE commits to making appropriate **ADJUSTMENTS** within services, facilities, curriculum and educational experiences to enable participation on an equal basis.
4. UNE is committed to **ACCOUNTABILITY** in its daily business by ensuring that transparent policies and processes ensure that the needs of persons with disabilities are met.

## Underlying Principles

The University encourages students with disabilities to follow their educational and vocational aspirations and is committed to provision of reasonable adjustments within the limits of its resources to promote independent study.

The University expects students with disabilities, with additional support where necessary, to fulfill all the inherent requirements of their course of study and to meet all the academic standards of the University relevant to these requirements.

University staff will endeavour, when making decisions regarding individual students with disabilities, to consult with the student concerned and to maintain the strictest confidentiality of personal medical details.

## 1. AWARENESS

All staff have a responsibility to offer appropriate assistance to students with disabilities in a courteous and sensitive manner. Staff development opportunities in the area of disability awareness will be made available to University staff on a regular basis. Students with disabilities seeking assistance from the University are encouraged to co-operate in the awareness process and assist in resource allocation by registering their disability status with the Disability Office. They are encouraged to make themselves and their needs known to appropriate staff.

Outcome	Task	Responsibility	Timeframe		Performance Indicators
			Start	Finish	
<b>1.1</b> <b>Promote inclusive practice in all aspects of the student lifecycle through application for admission, enrolment, progression and graduation.</b>	Provide information to all staff on their obligations under statutory regulations and guidelines.	Disability Adviser	2010	2011	All current and relevant legislation to be available online on Student Assist web pages by January 2011.  Review annually
<b>1.2</b> <b>Promote UNE commitment to disability support and compliance.</b>	The principles of the DAP are incorporated into all facets of University planning through consultation with the PVC (Students and Social Inclusion).	Organisational Development Unit  All Schools  All Directorates	2010	Each Year	Targeted training developed and delivered.  DAP principles are included in the staff induction process.

<p><b>1.3</b></p> <p><b>Provide professional staff learning opportunities in relation to Disability Action Plan principles.</b></p>	<p>Provide targeted training for all staff to ensure currency and consistency of practice.</p>	<p>Teaching and Learning Centre Disability Adviser Organisational Development Unit Employment Equity and Diversity</p>	<p>2011</p>	<p>Ongoing</p>	<p>One staff training session delivered, per semester, for identified staff members.</p>

## 2. ACCESS

The University aims to comply with the provisions for disability access required by law. The University take into consideration at the building stage features which also enhance the access and learning conditions of students with disabilities. The development of educational resources will take into account the needs of students with disabilities.

Outcome	Task	Responsibility	Timeframe		Performance Indicators
			Start	Finish	
<b>2.1</b> <b>Identify physical barriers to entry into full participation in UNE studies by students with disabilities.</b>	Assist and support strategic planning related to physical access for students at UNE as required by NSW Disability Services Act, 1993 and the Federal Disability Discrimination Act, 1992 and the Building Code of Australia	OH&S Officer Facilities Management Service	2011	Ongoing	Physical barriers identified and addressed.
	Develop and publish a mobility map.	OH&S Officer	2011	Ongoing	Mobility map published.

Students with disabilities or special needs will be assisted to participate in their studies on the same basis as all other students after reasonable adjustments have been provided, Students with disabilities will be informed of the types of support offered in general recruitment literature and, when appropriate, during school visits and admission information sessions.

All students are provided with the opportunity to declare disabilities and to discuss their special needs with an appropriate officer of the University before or after enrolment.

<p><b>2.2</b> <b>Provide a learning and teaching environment which is accessible and inclusive for all students.</b></p>	<p>Develop materials that are presented in a format that is in accordance with the principles of Universal Instructional Design.</p>	<p>TLC All Schools</p>	<p>2011</p>	<p>Ongoing</p>	<p>Student accessibility determined through student feedback and accommodated through assistive technologies.</p>
	<p>Ensure that the University's website and learning systems comply with current International Standards for disability.</p>	<p>ITD Directorates Schools</p>	<p>2011</p>		<p>University's website and on-line delivery system compliant.</p>
	<p>Provide students with readily accessible information on UNE disability support provisions and processes.</p>	<p>Disability Adviser DSAS</p>	<p>2011</p>	<p>Ongoing</p>	<p>Web pages comprehensive and current.</p>

<b>2.2 cont</b>	Provide access to admission, enrolment and graduation processes (including alternative procedures where necessary) to accommodate special needs.	DSAS	2010	Ongoing	Annual review of online and alternate administrative documentation.

### 3. ADJUSTMENT

After provision of reasonable adjustments students with disabilities will be expected to meet normal course requirements for the units in which they are enrolled. They will have access to all special considerations on the same basis as other students where appropriate documentation is supplied to support a request.

Outcome	Task	Responsibility	Timeframe		Performance Indicators
			Start	Finish	
<b>3.1</b> <b>UNE is committed to timely provision of services which meet the substantiated needs of students with a disability.</b>	Service provisions and guidelines support reasonable adjustments for special needs students	Disability Adviser	2010	2010	Guidelines developed and published.

## 4. ACCOUNTABILITY

### SUPPORT SERVICES

The University acknowledges that students with disabilities have a right to seek reasonable adjustments from the University relative to their needs and such requests will be responded to in a professional expeditious manner. In some cases an appropriate response may be to refer the student to another officer or service, or even to advise the student that the requested support cannot be provided. A Disability Adviser is employed to advise students with disabilities on University services and to co-ordinate arrangements for their use where appropriate.

Outcome	Task	Responsibility	Timeframe		Performance Indicators
			Start	Finish	
<b>4.1</b> <b>Monitor the D.A.P. against performance indicators.</b>	Undertake annual review of DAP	PVC (Students and Social Inclusion)	2011	Ongoing	Annual Review of DAP completed
	Review performance indicators as outlined in DAP each year.	PVC (Students and Social Inclusion)	2010	Annual	DAP action items reviewed and assessed

<b>4.1 cont</b>	Relevant UNE policies and procedures comply with current legislative requirements and guidelines	Disability Adviser. Student Access and Equity Officer.	2010	Ongoing	Input in reviewing policies and procedures as they fall due.