



POLICY NUMBER:	2.18	VERSION NUMBER:	8.0
DATE LAST REVIEWED:	September 2024	NEXT REVIEW DATE:	September 2025
RELATED POLICIES:	Assessment Policy Complaints and Appeals Policy Privacy Policy Reasonable Adjustment Policy Special Consideration Policy - Higher Education Student Equal Opportunity and Fair Treatment Policy	RESPONSIBILITY: Academic Council	
RELATED PROCEDURES:	Complaints and Appeals		

DISABILITY POLICY

1.0 Purpose

The College is committed to providing an accessible and inclusive study environment to ensure equal opportunity and participation for all students.

This Policy outlines the College's commitment to support all students with a disability, inclusive of mental health, in accordance with the obligations outlined by the *National Disability Insurance Scheme (NDIS)*, *Commonwealth Disability Discrimination Act 1992* (the Act) and the *Commonwealth Disability Standards for Education 2005*.

2.0 Scope

- All students – domestic and international
- All campuses including online learning
- Prospective students enrolling in the College
- All staff, academic, training and operational (including contractors)

3.0 Principles

- 3.1 The College is committed to ensuring students with a disability, including mental health conditions, are able to access and participate in all aspects of study on the same basis as other students
- 3.2 The College will:
 - 3.2.1 Recognise and respect the rights of students with a disability or mental health condition to engage fully in learning, facilities, and services.
 - 3.2.2 Provide equitable opportunities and access, including reasonable adjustments that uphold the integrity of academic standards and Inherent Course Requirements.
 - 3.2.3 Take reasonable steps to ensure buildings, facilities, learning resources, and services are accessible.
 - 3.2.4 Maintain a learning environment that is inclusive, supportive, and free from harassment or discrimination.
 - 3.2.5 Ensure privacy and confidentiality in the provision of support services.
 - 3.2.6 Consult with students to identify reasonable adjustments, recognising that students are best placed to understand their needs and capacities.
 - 3.2.7 Provide students with access to appropriate support services, including the Access and Equity Program and Student Wellbeing Coordinator.



- 3.2.8 Promote compliance with the Disability Discrimination Act 1992, the Disability Standards for Education 2005, and other relevant legislation.
- 3.3 Through these principles, the College aims to:
 - 3.3.1 Maximise outcomes for students with disabilities and mental health conditions by removing barriers to access and participation.
 - 3.3.2 Deliver services in ways that uphold human dignity, rights, and equitable treatment.
 - 3.3.3 Ensure that reasonable adjustments balance the needs of students with the interests of the College, staff, and peers.
 - 3.3.4 Uphold the essential academic requirements of its courses while supporting students to participate on the same basis as others.

4.0 Disclosure of Disability or Mental Health Condition

The College encourages, but does not require, students to disclose a disability or mental health condition. Disclosure supports the College in providing appropriate reasonable adjustments and access to services.

4.1 General Principles

- 4.1.1 Students are best placed to understand their disability or mental health condition and to identify the adjustments they may require.
- 4.1.2 Disclosure enables timely negotiation of support and reasonable adjustments but is not mandatory unless the condition poses a health and safety risk to others.
- 4.1.3 Information provided in disclosure will remain confidential and will be shared only with staff who have a legitimate need to know, in accordance with the College's Privacy Policy.

4.2 Prospective Students (Admission and Enrolment)

- 4.2.1 Prospective students are encouraged to disclose during admission or enrolment to allow appropriate advice on inherent course requirements, support options, and reasonable adjustments.
- 4.2.2 Disclosure does not automatically provide access to adjustments; students must engage with the Student Wellbeing Coordinator to complete Access and Equity Program registration.
- 4.2.3 The College may request supporting documentation from a Qualified Medical Professional to assess the impact of the condition on study and to determine reasonable adjustments.

4.3 Current Students

- 4.3.1 Current students may disclose a disability or mental health condition at any stage of study.
- 4.3.2 Disclosure allows students to access the Access and Equity Program, negotiate reasonable adjustments, and ensure appropriate support for academic progression.
- 4.3.2 Students who do not disclose may not receive adjustments or adequate support to complete their course.

4.4 Evidence Requirements

- 4.4.1 To support the identification of reasonable adjustments, students may be required to provide recent documentation from a Qualified Medical Professional outlining the nature and impact of their disability or mental health condition.



- 4.4.2 In some cases, the College may request an independent expert assessment to determine appropriate adjustments.

4.5 Purpose of Disclosure

The purpose of disclosure is to:

- Enable safe participation in study and minimise risks to the student and others.
- Allow timely negotiation of reasonable adjustments without compromising inherent course requirements or academic standards.
- Provide access to support through the Student Wellbeing Coordinator and the Access and Equity Program without requiring disclosure to all teaching staff.

5.0 Reasonable Adjustment

- 5.1 The College will provide reasonable adjustments to ensure students with a disability or mental health condition can participate in education on the same basis as other students.

- 5.2 Reasonable adjustments:

- Support participation and achievement without compromising academic standards or Inherent Course Requirements.
- Are determined through consultation with the student and relevant staff.
- Must balance the needs of the student with the interests of the College community.
- Will not be made where they impose an unjustifiable hardship on the College.

Further detail on the provision, determination, and documentation of reasonable adjustments is outlined in the [Reasonable Adjustment Policy](#).

6.0 Accessibility

The College is committed to providing an accessible and inclusive physical and digital environment. This includes:

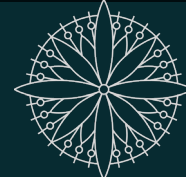
- 6.1 Ensuring new facilities comply with the *Disability (Access to Premises – Buildings) Standards 2010* and relevant Australian Standards.
- 6.2 Maintaining and improving access to existing buildings where reasonably practicable.
- 6.3 Ensuring online and digital learning materials are developed and delivered in accordance with recognised accessibility standards, consistent with the *Disability Discrimination Act 1992* and associated advisory notes.

Where full physical or digital access cannot be guaranteed, the College will provide alternative arrangements to enable equitable participation.

7.0 Exceptions

The College's commitment to access and equity is subject to the following limits:

- 7.1 Adjustments will not be made where they impose an unjustifiable hardship on the College.
- 7.2 The College cannot compromise Inherent Course Requirements, academic standards, or academic integrity.
- 7.3 The College is not obligated to provide adjustments where a student chooses not to disclose a disability or mental health condition and register for support.



- 7.4 Where a disability or mental health condition poses a potential health and safety risk to the student, staff, or others, the College may require medical evidence of fitness for study and may take reasonable action to protect welfare.

8.0 Roles and Responsibilities

- 8.1 The College is responsible for:
- 8.1.1 Ensuring this Policy is accessible, applied consistently, and compliant with relevant legislation and standards.
 - 8.1.2 Providing a safe, inclusive, and non-discriminatory learning and work environment.
 - 8.1.3 Offering appropriate support and reasonable adjustments in line with the Reasonable Adjustment Policy.
- 8.2 Students with disabilities and/or mental health conditions share responsibility for:
- 8.2.1 Disclosing their needs where they require reasonable adjustments and providing supporting evidence where requested.
 - 8.2.2 Engaging in consultation to identify and implement reasonable adjustments.
 - 8.2.3 Recognising and managing their own wellbeing and seeking support as needed.

9.0 Complaint or Grievance

- 9.1 Students who have a complaint or grievance related to disability, mental health, or reasonable adjustments should follow the College's Complaints and Appeals Policy.
- 9.2 Where possible, students are encouraged to raise concerns with the Student Wellbeing Coordinator in the first instance.

10.0 Relevant Legislative and Regulatory Documents

- Disability Discrimination Act 1992 (Cth)
- Disability Standards for Education 2005 (Cth)
- Disability (Access to Premises – Buildings) Standards 2010 (Cth)
- Relevant state and territory disability services and health practitioner legislation
- Higher Education Standards Framework (Threshold Standards) 2021
- Guidance from the Tertiary Education Quality and Standards Agency (TEQSA), including the Guidance Note: Diversity and Equity
- Professional accreditation requirements and notifiable conduct obligations under the Health Practitioner Regulation National Law
- Universities Australia, Guidelines for Students with a Disability (2006)

11.0 Version Control History

Version	Date Approved	Approved By	Summary of Changes
1.0	Jul 2013	College Council	Policy created titled Disability and Special Needs Policy.
2.0	Mar 2015	College Council	Added definition of student; minor refinements.
3.0	Aug 2015	College Council	Major update to align with Reasonable Adjustment Policy; inclusivity strengthened.



4.0	Oct 2015	College Council	Expanded admission and disclosure provisions; added privacy and equity commitments.
5.0	Feb 2016	College Council	Inclusion of Inherent Course Requirements.
7.0	Jun 2020	College Council	Reformatted to new template; updated terminology and role titles; compliance review.
8.0	Apr 2024	Academic Council	Updated metadata and policy references; no substantive changes.
9.0	September 2025	Academic Council	Major streamlining: simplified principles, consolidated disclosure/admission/current students, clarified reasonable adjustment cross-reference, streamlined accessibility, exceptions, roles & responsibilities, complaints, and legislative references. Policy number updated from STU-019 to 2.18.