



POLICY NUMBER:	2.19.1	VERSION NUMBER:	7.0
DATE LAST REVIEWED:	September 2025	NEXT REVIEW DATE:	September 2026
RELATED POLICIES:		RESPONSIBILITY: Academic Council	
RELATED PROCEDURES:	2.19.2 Reasonable Adjustment		

REASONABLE ADJUSTMENT POLICY

1.0 Purpose

The College recognises the rights of all students to participate inclusively and fully in all aspects of study and campus life. Students with a disability or mental health condition will have access to reasonable adjustments to support their participation and academic success, provided such adjustments do not compromise academic integrity or Inherent Course Requirements.

2.0 Scope

This Policy applies to all students at the College, including prospective students at the point of application or enrolment. It also applies to all academic, training, and student services staff (including contractors) involved in supporting student learning and wellbeing, across all campuses and online learning environments.

3.0 Principles

- 3.1 The College will act in accordance with the Disability Discrimination Act 1992 and the Disability Standards for Education 2005.
- 3.2 Reasonable adjustments are determined on an individual basis, balancing student needs, academic integrity, and College resources.
- 3.3 Students are responsible for disclosing conditions and providing supporting documentation to enable adjustments.
- 3.4 Adjustments must be supported by appropriate evidence from a Qualified Medical Professional.
- 3.5 The College will not implement adjustments that create unjustifiable hardship or compromise academic standards.
- 3.6 Privacy and confidentiality will be respected at all times.

4.0 Responsibilities

- 4.1 College Responsibilities:
 - 4.1.1 Ensure consistent application of this Policy.
 - 4.1.2 Provide access to the Access and Equity Program and support services.
 - 4.1.3 Maintain compliance with relevant legislation.
- 4.2 Student Responsibilities
 - 4.2.1 Identify themselves as requiring reasonable adjustments.
 - 4.2.2 Provide appropriate supporting documentation.
 - 4.2.3 Engage actively in the adjustment process.



4.2.4 Meet Inherent Course Requirements and learning outcomes.

5.0 Definitions

Disability: As defined under the Disability Discrimination Act 1992, including physical, intellectual, psychiatric, sensory, neurological, and learning disabilities, physical disfigurement, and the presence of disease-causing organisms.

Reasonable Adjustment: Modifications or measures that enable students with a disability or mental health condition to participate in education on the same basis as other students, consistent with the Disability Standards for Education 2005, without compromising academic integrity or inherent course requirements.

Inherent Course Requirements: The essential skills, knowledge, and behavioural requirements that a student must demonstrate to achieve the learning outcomes of a course and to ensure professional competence and safe practice.

Qualified Medical Professional: A health practitioner registered or licensed to diagnose and provide supporting documentation relevant to the disability or mental health condition (e.g. general practitioner, specialist, psychologist, psychiatrist, or other appropriately qualified professional).

Advocate: A representative chosen by the student (such as a family member, friend, or support person) who may assist in discussions with the College regarding reasonable adjustments. Lawyers are not included in this definition.

6.0 Relevant Legislative and Regulatory Documents

- Higher Education Standards Framework (Threshold Standards) 2021
- Disability Discrimination Act 1992 (Cth)
- Disability Standards for Education 2005 (Cth)
- Privacy Act 1988 (Cth)
- Health Practitioner Regulation National Law Act 2009 (as adopted by States and Territories)

7.0 Version Control History

Version	Date Approved	Approved By	Summary of Changes
1.0	Aug 2015	College Council	New policy introduced to establish framework for reasonable adjustments in line with Disability Discrimination Act 1992 and Disability Standards for Education 2005.
2.0	Mar 2016	College Council	Updated with College Council suggestions on privacy and inclusive practice; clarified equity of engagement principles.
3.0	2017–2018	Academic Council	Incremental updates: aligned with Higher Education harmonisation, refreshed related policy links, clarified RAP review timelines, and roles.
4.0	May 2019	Academic Council	Major revision to include both Higher Education and VET scope; updated disability references and Inherent Course Requirements.
5.0	Apr 2020	Academic Council	Revised for consistency with rebranded policy template; updated staff roles and responsibilities.
6.0	Mar 2023	Academic Council	Full revision following system changes; updated responsibilities, integration with Access & Equity Program, and alignment with Disability Policy.
7.0	Sep 2025	Academic Council	Policy streamlined to governance-level focus. Operational details moved to new Reasonable Adjustment Procedure. Essential definitions and legislation clarified. Policy code updated from STU-045 to 2.19.1 as part of policy framework renumbering (2025).