Policy: Disability

Purpose
To promote an inclusive work and study environment for students and staff with a disability at the Australian National University.

Overview
The University has an obligation to staff and students under the Disability Discrimination Act 1992 (Cth) and the Discrimination Act 1991 (ACT) not to discriminate on the basis of disability and a positive obligation to make reasonable adjustments to ensure persons with a disability are not disadvantaged or treated less favourably than those without a disability.

The University’s Disability policy sets out the principles for an inclusive work and study environment for students and staff with a disability at the University.

Scope
This policy applies across the University.

Policy Statement

Rationale
1. The University recognises through its strategic planning the responsibility to value the diversity of backgrounds and perspectives of prospective and existing staff and students to enable all members of the University community to perform at their best. This incorporates the inclusion of people with disabilities in employment and education to enable them to perform at their best in University life. The University also aims to ensure inclusion of persons who are associates of people with a disability, such as partners, relatives or carers.

2. The University’s ‘ANU Disability Action Plan’ provides further detail on how the University will work towards further inclusion of people with disabilities and ensure a University environment that is free from discrimination.

Principles
3. The University strongly supports the continued inclusion of people with
disabilities in all aspects of the University community.

4. To further advance inclusion of people with disabilities the University will:
   - comply with the Disability Standards for Education 2005
   - continue to embed universal design principles into policies and procedures;
   - ensure University employment policies and procedures provide persons with a disability equal employment opportunity, including in recruitment and promotion, employee benefits and conditions and career development;
   - encourage positive, informed and unprejudiced attitudes towards people with a disability through educational and staff development programs;
   - continue to take all reasonable steps to eliminate discrimination and harassment on the basis of disability;
   - provide appropriate access to facilities, resources and support including through special measures and facilitating reasonable adjustments for staff. For more information on reasonable adjustments refer to Reasonable adjustments in the workplace; and
   - continue to implement improved information technology for people with a disability.

Reasonable adjustment

5. The University is required to provide reasonable adjustments for a person who has disclosed a disability. An adjustment is reasonable unless making the adjustment would cause ‘unjustifiable hardship’ to the whole University.

Disclosure

6. The University may need to collect personal information in order to assist staff or students with a disability. Any information provided will be handled in accordance with the Privacy Policy and the Disclosure of information by students with disability or illness policy and procedure.

Responsibilities

7. The implementation of this policy is the responsibility of all staff and students of the University.

Grievances

8. The University has a Student complaint resolution policy and procedure and Staff grievance resolution policy and procedure along with a procedure for Prevention of discrimination, harassment and bullying. A suitable staff member
will be appointed to manage formal or informal resolution of grievances, including
discrimination and harassment of a person with a disability.

9. Staff and students are encouraged to use the procedures if they consider
that they are experiencing discrimination or harassment on the grounds of their
disability or their association with a person with a disability.
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