

Supporting Students with Disabilities Policy

1. Introduction

Community College – Northern Inland Inc. is committed to providing an educational environment that supports anti-discrimination legislation and which recognises and positively promotes equal opportunity for students with disabilities.

Community College – Northern Inland Inc. values the diversity of experiences, views, skills and abilities that students with disabilities bring to Community College – Northern Inland Inc. This policy has been formulated in accordance with relevant legislation, to ensure equal access, participation and opportunity for students with disabilities within Community College – Northern Inland Inc.

Community College – Northern Inland Inc. will not tolerate unlawful discrimination, bullying, harassment or any form of offensive behaviour that adversely affects the capacity of students with disabilities to participate in courses and programs, and to use services and facilities, on the same basis as students without disabilities

2. Relevant legislation

The Policy to Support Students with Disabilities reflects the following Commonwealth and state legislation and /or initiatives:

- Disability Discrimination Act 1992
- Human Rights and Equal Opportunity Commission Act 1986
- New South Wales, the Anti-Discrimination Act 1977
- Disability Standards for Education 2005

The Disability Discrimination Act 1992 (DDA) makes it unlawful for education providers to discriminate (in the provision of educational and employment opportunities, services and facilities) against people on the basis they have, or may have a disability.

The Disability Standards for Education 2005 (the Standards) are subject to the objects of the DDA. The Standards clarify and elaborate the legal obligations in relation to education.

3. Definitions

Adjustment means a measure or action taken by Community College – Northern Inland Inc. that has the effect of assisting a student with a disability.

Disability means any permanent or temporary condition that affects a student's ability to undertake his/her studies as a result of a physical, cognitive, psychiatric, sensory, and neurological or learning disability. It also includes the presence in the body of organisms causing or capable of causing disease. The definition refers to disabilities that a person currently has, had in the past, may have in the future or which they are believed to have.

Harassment is any unwelcomed or unreciprocated behaviour that is reasonably likely in all the circumstances to offend, insult, humiliate or intimidate another person.

Prospective student means a person seeking to enrol in a course of study at Community College – Northern Inland Inc.

Reasonable adjustment means that the adjustment made is reasonable in relation to a student with a disability if it balances the interests of all parties affected.

Student means an Community College – Northern Inland Inc. enrolled student or prospective student. It can also mean groups of students or prospective students.

Victimisation is when a person is treated unfairly because they have made a complaint of harassment or discrimination.

4. Principles

- Community College – Northern Inland Inc. is committed to promoting equal opportunity for students with disabilities to pursue their studies, achieve appropriate educational outcomes, access services and facilities and participate in activities provided by Community College – Northern Inland Inc.
- Community College – Northern Inland Inc. is committed to developing a Disability Action Plan (DAP) to set out our goals and strategies to achieve access and inclusion for people with disabilities.
- Community College – Northern Inland Inc. will actively seek to eliminate and prevent discriminatory practices, either direct or indirect, that hinders or limits the ability of students with disabilities to pursue their education and participate in student life.
- Community College – Northern Inland Inc. is committed to inclusive practices and anti-discrimination accommodations for individual students that reflect the needs of all students based on commonsense and negotiated actions and outcomes.
- Community College – Northern Inland Inc. will ensure that this policy and updated information on the integration of students with disabilities is disseminated to all areas of Community College – Northern Inland Inc.
- Community College – Northern Inland Inc. aims to provide and deliver support services to students with disabilities in a manner that respects and promotes their human dignity, rights and opportunities.
- In providing support services to students with disabilities, Community College – Northern Inland Inc. aims to respect their rights to privacy and confidentiality.

- Community College – Northern Inland Inc. aims to adequately resource the provision of disability support and implementation of this policy based on principles of inclusion and reasonable adjustment.

5 Compliance with the Disability Standards for Education

The Disability Standards for Education 2005 specify how education and training are to be made accessible to students with disabilities.

Community College – Northern Inland Inc. is committed to meeting its requirements as set out in the Standards, which cover:

- Enrolment;
- Participation;
- Curriculum development, accreditation and delivery;
- Student support services;
- Elimination of harassment and victimisation.

6 Enrolment

- Prospective students applying to study at Community College – Northern Inland Inc. will not be discriminated against based on their disability.
- Admission to courses is subject to students meeting the entry requirements, which apply to all students.

- The enrolment form seeks self-disclosure of a disability.
- Community College – Northern Inland Inc. undertakes to assist students with disabilities in their studies, and will do so if students disclose the nature of their disability and seek appropriate support from the Disability Support Service.

7. Participation

Community College – Northern Inland Inc. will take all reasonable steps and make all reasonable adjustments to ensure equal access to services and participation in institute life for students with disabilities.

8. Curriculum Development, Accreditation and Delivery

Community College – Northern Inland Inc. endeavours to deliver programs in a manner that ensures that students with disabilities can participate in the learning experiences on the same basis as any other student.

Reasonable adjustments will be made when necessary to accommodate students with disabilities and meet the necessary educational standards relevant to their course of study.

9. Student Support Services

Students can access a range of supports at Community College – Northern Inland Inc. to assist with personal and study related issues including counselling, study skills and careers advice. Students may be required to provide suitable evidence of the nature and extent of their disability so that appropriate support provisions may be negotiated.

10. Elimination of harassment and victimisation

Community College – Northern Inland Inc. is committed to promoting equal opportunity for students and to maintaining an environment that is free of harassment. Students with disabilities who experience harassment or victimisation can access the Policy and Procedure for Equal Opportunity for Students and obtain support and assistance in dealing with the discrimination or harassment.