

# Supporting Students with Disability Policy

## Section 1 - Audience

(1) This policy applies to staff and students of the University of Newcastle (UON).

## Section 2 - Executive Summary

(2) UON aims to take reasonable steps to support students with disability in physical, learning and social spaces and in delivering academic courses and programs, without students experiencing discrimination.

## Section 3 - Purpose

(3) The purpose of this policy is to outline the framework for practices and initiatives for students with disability which, in the delivery of courses and programs, aims to promote:

- a. Equality;
- b. Awareness;
- c. Understanding;
- d. Inclusion;
- e. Access; and
- f. Participation.

## Section 4 - Responsibilities

### For Students

(4) Students with disability are expected to:

- a. Make early contact with UON's [AccessAbility](#) Team to discuss their individual requirements;
- b. Register with UON's [AccessAbility](#) Team and provide appropriate documentation, in a timely way, which verifies the existence of the disability or medical condition;
- c. Consult UON's [AccessAbility](#) Team regarding the development of a Reasonable Adjustment Plan to set out reasonable adjustments.
- d. Understand the Reasonable Adjustment Plan must be shared with staff and/or areas of the University relevant to the delivery of the student's course and/or program.
- e. Access specialised services in a fair and effective manner.

### For UON

(5) UON's objective is to:

- a. Consult with students with disability;
- b. Take reasonable steps to provide courses and programs in such a way that students with disability are able to participate, subject to UON maintaining the inherent requirements of the course and/or program;
- c. Take reasonable steps to deliver courses and programs to students with disability without students experiencing discrimination;
- d. Provide reasonable adjustments to students with disability;
- e. Encourage staff to be familiar with its policies in relation to students with disability;
- f. Take reasonable steps to provide access to students with disability to its campuses and facilities.

## Status and Details

<b>Status</b>	Current
<b>Effective Date</b>	25th June 2018
<b>Review Date</b>	25th June 2021
<b>Approval Authority</b>	Vice-Chancellor
<b>Approval Date</b>	5th June 2018
<b>Expiry Date</b>	Not Applicable
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## Glossary Terms and Definitions

**"Staff"** - Means a person who was at the relevant time employed by the University and includes professional and academic staff of the University, by contract or ongoing, as well as conjoint staff but does not include visitors to the University.

**"Student"** - a person formally enrolled in a course or active in a program offered by the University or affiliated entity.

**"Disability"** - As defined by the Disability Discrimination Act 1992 (Cth) (as amended from time to time).

**"Course"** - When referring to a course offered by the University, a course is a set of learning activities or learning opportunities with defined, assessed and recorded learning outcomes For example, ECON1010: (course code) Introduction to Microeconomics (course title) (10) (unit value). For all other uses of this term, the generic definition applies.

**"Reasonable Adjustment Plan"** - A document developed by a student with disability and UON's AccessAbility Team which records reasonable adjustments.

**"University"** - The University of Newcastle, a body corporate established under sections 4 and 5 of the University of Newcastle Act 1989.