DISABILITY

Policy Statement

AMPA is committed to developing and supporting an inclusive and diverse environment which provides equal opportunity for all staff and students with disabilities to be able to access, participate in, and enjoy the benefits of education and employment wherever possible.

Definitions

Under the Disability Discrimination Act (1992), the term disability means:

a. total or partial loss of a person's bodily or mental functions;
b. total or partial loss of a part of the body;
c. the presence in the body of organisms causing disease or illness;
d. the presence in the body of organisms capable of causing disease or illness;
e. the malfunction, malformation, or disfigurement of a part of a person’s body;
f. a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction,
g. a disorder, illness or disease that affects a person’s thought processes, perception of reality, emotions or judgement that results in disturbed behaviour, and

includes a disability that:

h. presently exists;
i. previously existed, but no longer exists, or
j. may exist in the future.

Disclosure

AMPA acknowledges that information provided to it about a person’s disability or health status is personal and private and will respect the confidentiality of all such information in accordance with its privacy policy.

Students with Disabilities

1. Students with an existing disability should advise the Campus Dean in writing. They should also include medical certificates that explain the effect of the disability and/or other relevant supporting documentation.
2. AMPA will take the necessary steps for staff that need contact with students with a disability to ensure they are aware of their responsibilities and relative government legislation.
3. Wherever possible AMPA will endeavour to provide equal access to classrooms and facilities for students with a disability.
4. The Campus Dean will present the draft Special Needs Plan to the student to ensure the support provisions are acceptable to the student and the conditions are set to make the particular arrangements comparable to the standard arrangements for any other student.
5. Teaching staff will report negative outcomes or any signs of the student being at risk of failing to the Campus Dean for early intervention and possible change to the Special Needs Plan.
Responsibilities

Staff:
• who are Managers and Academic Supervisors will ensure that people are not discriminated against or harassed in the work place;
• will implement all the reasonable adjustments outlined in the Special Needs Plan;
• are responsible for creating a climate in which students and staff are encouraged to discuss issues arising from the impact of the disability on their studies and teaching, and
• must have due regard for each person’s right to privacy and confidentiality when seeking information for the purpose of making reasonable adjustments.

Students:
• Students with a disability have the right not to declare their disability. Implementation of reasonable adjustments to their learning program is only possible if the student declares the identity and nature of the disability to the Campus Dean.

Appeals and Grievances

Staff and students who believe that they have been treated unfairly on the grounds of disability are encouraged to use AMPA procedures on appeals and grievances. AMPA is committed to accessible, fair and confidential processes for the resolution of complaints based on allegations of discrimination on the grounds of disability.

References
University of Western Sydney Disability Policy
UTS:Insearch Special Needs Policy
Australian National University Disability Policy
University of Western Australia Disability Policy

Policy Details

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