



IHM[®]
Institute of Health and Management

Disability Policy

Purpose

The purpose of the Policy on Students with Disabilities is to provide all students with disabilities and medical conditions with equitable and inclusive access to the IHM's facilities, services, events, learning and assessment activities by:

- a) Providing an environment that enables the safe and equitable participation of all students in all aspects of IHM life.
- b) Enabling information and resources to be accessed equitably by all students.
- c) Promoting awareness of informed and non-discriminatory attitudes towards people with a disability.
- d) Enabling access and equity in all student processes including student recruitment, enrolment and admission processes.
- e) Promoting inclusive teaching and learning practices.
- f) Enabling participation of all students in IHM life.
- g) Articulate an effective procedure for dealing with complaints relating to any failure to provide students with disabilities equal opportunity with respect to access to education and training at IHM.
- h) Encourage the reporting of behaviour which breaches this policy.
- i) Ensure that students with a disability are given the greatest possible opportunity to participate in study and work.

Scope

This Policy applies to all current and prospective students.

Responsibility

The Director of Studies is responsible for implementing this policy.

All staff will take responsibility

Staff are expected to:

- A. Provide equitable access to education, services, facilities and resources for students.
- B. Where required, participate in a consultative process with Disability Services and seek advice in relation to recommended reasonable adjustments.
- C. Develop and maintain, through participation in training and accessing related resources, their awareness of the requirements of students with disabilities as stipulated in legislation and policies.
- D. Encourage students to approach them to discuss issues impacting on their access that arise from their disability.
- E. Have due regard for each person's right to privacy and confidentiality when seeking information for the purpose of implementing reasonable adjustments;

Definitions

According to the Commonwealth Disability Discrimination Act (1992) (DDA). "Disability" means:

- a) Total or partial loss of a person's bodily or mental functions; or
- b) Total or partial loss of a part of the body; or
- c) The presence in the body or organisms causing disease or illness; or

- d) The presence in the body or organisms capable of causing disease or illness; or the malfunction, malformation or disfigurement of a part of the person's body; or
- e) A disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- f) A disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour;

and includes a disability which presently exists; or previously existed but no longer exists; or may exist in the future; or is imputed to a person.

Disability Discrimination: is defined within the Commonwealth Disability Discrimination Act 1992 as when someone with a disability is treated less favorably than someone without a disability. Disability discrimination also occurs when people are treated less fairly because they are relatives, friends, carers, co-workers or associates of a person with a disability.

Discrimination also exists where there is a condition or requirement imposed, which may be the same for everyone but which unfairly excludes or disadvantages people with a disability (for example in employment and education.)

Discrimination is illegal not just during working attendance hours, but also illegal in any other work or study related context, including conferences, work functions, business trips, excursions, office parties, work or practical placements, work experience or field trips.

Different treatment of people with a disability is not unlawful discrimination where it is reasonably intended to ensure that they have equal opportunities or to meet their special needs.

Obligations of IHM

The Disability Standards for Education 2005 clarify the obligations of education and training services providers such as IHM with respect to how education and training services and facilities are to be made accessible to students with disabilities. The Standards require IHM to take reasonable steps, including consultation about reasonable adjustments, to ensure that students with disabilities are able to undertake the following on the same basis as students without disabilities and without experiencing discrimination:

- a) Enrolment.
- b) Participation.
- c) Curriculum development, accreditation and delivery.
- d) Student support services.
- e) Elimination of harassment and victimisation.

Enrolment

Prospective students applying to study at IHM 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. IHM 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 IHM nominated person.

Courses that include a clinical component are subject to the policies of the workplaces in which clinical placements are undertaken, which may exclude some students with disabilities from participating. All students are provided with this information prior to enrolling in a course of study.

Participation

IHM will take all reasonable steps and make all reasonable adjustments to ensure equal access to services and participation in IHM life for students with disabilities.

Curriculum Development, Accreditation and Delivery

IHM 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.

Student Support Services

Students can access a range of support at IHM to assist with personal and study related issues including counselling, study skills and course advice. In addition to these services, the nominated person can assist students who identify as having a disability. Students may be required to provide suitable evidence of the nature and extent of their disability so that appropriate support provisions may be negotiated.

Elimination of harassment and victimisation

IHM is committed to providing educational and other services free from discrimination, harassment and victimisation. IHM's Access and Equity Policy addresses these issues more generally.

Procedures for dealing with complaints

IHM has a Students Complaints and Appeal Policy. Experienced staff members have been appointed to manage formal or informal resolution of grievances, including discrimination and harassment on the grounds of a person's disability. Students who have a question or concern about a decision, act or omission that affects their access to any activity of IHM, events and learning can contact Student Administration and Registration Services Manager.

Supplementary Information

Related policies/procedures: Disability Action Plan/Access and Equity Policy/Complaints and Appeal Policy

Benchmarking: Not applicable

Supporting research and analysis: Not applicable

Related documents: Template

Related legislation: Freedom of Information Act, Privacy Act

Guidelines: Not applicable

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