

Student Disability Policy

Purpose

1. GHE strongly supports the rights of people with disabilities and medical conditions to participate in higher education as fully and successfully as possible.
2. This Policy outlines the principles which guide GHE's approach to supporting students with disabilities and its compliance with the provisions and intentions of:
 - a) the relevant standards within the *Higher Education Standards Framework (Threshold Standards) 2021*;
 - b) the *Disability Discrimination Act 1992 (the Act)*;
 - c) the *Disability Standards for Education 2005*;
 - d) the *Equal Opportunity Act (1984) (SA)*.

Scope

3. This Policy applies to all prospective and current students of GHE and staff with responsibilities under this Policy.
4. GHE acknowledges that medical conditions, including mental illness, may result in a temporary incapacity of a student and that students in these circumstances may also require support under the provisions of this Policy.

Definitions

5. Definitions for key terms are presented in the Glossary of Terms which may be accessed on the GHE website at <https://www.globalhe.edu.au/policy>

Suite documents

6. This Policy is linked to the Student Disability Procedure.

Policy

Principles

7. GHE is committed to providing an environment where students with a disability are supported and encouraged and are able to, as far as practicably possible, participate fully and independently in all learning and associated activities at GHE.
8. GHE will ensure that:
 - a) students with disabilities do not experience any direct or indirect discrimination throughout their engagement with GHE;
 - b) training is provided to staff to raise awareness and improve understanding of the relevant legislation, policy and procedures and disability issues, and that external expertise is engaged when required;
 - c) prospective students are provided with information about any inherent¹ requirements of courses and the types of support available at GHE to support them making informed decisions about courses;

¹ Inherent requirements are the non-academic essential requirements of courses (such as the ability to use computing skills is fundamental to accounting studies).

- d) enrolment processes will include opportunities for students to disclose disabilities and request reasonable adjustments;
 - e) reasonable adjustments are made (subject to unjustifiable hardship and any other exemptions provided for under *the Act*) to remove barriers for students with disabilities to access to GHE goods, services, facilities, events, and learning and assessment activities, both physical and online;
 - f) reasonable adjustments may not detract from the integrity of the course or its assessment requirements or processes;
 - g) the design and review of courses takes account of inclusivity;
 - h) students with disabilities are able to access support at all stages of their engagement with GHE;
 - i) information in relation to a student's disability/medical condition remains confidential and is restricted to those with a legitimate need to know.
9. Students with a disability who do not require any adjustments are not obliged to disclose any information about their disability.
 10. GHE is not obliged to make any adjustment or accommodation for a student who chooses not to disclose a disability.
 11. The Board of Directors is responsible for allocating resources to responsible areas for the provision of reasonable adjustments.
 12. All expenditure on reasonable adjustments will be recorded and reported.

Associated information

Related Internal Documents	<p>Student Disability Procedure</p> <p>Academic Progress Policy</p> <p>Admissions Policy</p> <p>Assessment Policy</p> <p>Course Design Policy</p> <p>Enrolment Policy</p> <p>Quality Assurance Policy</p> <p>Student Complaints, Grievances and Appeals Policy</p> <p>Student Diversity and Equity Policy</p> <p>Student Wellbeing, Orientation and Support Policy</p> <p>Work-Integrated Learning Placement Policy</p> <p>Glossary of Terms</p>
Related Legislation, Standards and Codes	<p><i>Tertiary Education and Quality Standards Agency Act 2011</i></p> <p><i>Higher Education Standards Framework (Threshold Standards) 2021</i></p> <p>TEQSA Guidance Notes: <i>Diversity and Equity, Version 1.2, Wellbeing and Safety, Version 1.2</i></p> <p><i>Education Services for Overseas Students Act 2000</i></p> <p><i>National Code of Practice for Providers of Education and Training to Overseas Students 2018</i></p> <p><i>Disability Discrimination Act 1992</i></p> <p><i>Disability Standards for Education 2005</i></p>
Date Approved	1 May 2020
Date of Effect	1 May 2020
Date of Review	June 2026
Approval Authority	Board of Directors
Policy Custodian	Chief Executive Officer
PinPoint DocID	2701

Change history

Version Control	Version 1.2	
Change Summary	22-Apr-20	V1.0 Draft approved by Board of Directors (BoD) 1 May 2020
	24-July-20	V1.1 Administrative updates
	10-Oct-23	V1.2 administrative updates following TEQSA registration

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