

Accessibility and Inclusion Policy

1. Purpose

ACD is committed to an environment that fosters mutual learning, partnership and dialogue in tertiary theological education.

Part of this commitment is providing an inclusive and accessible learning environment for all students. ACD aims to treat all people equally, regardless of their beliefs, backgrounds and abilities

2. Scope

This policy applies to all students in ACD higher education and VET courses, and all staff.

3. Policy Statement

ACD is committed to the inclusion, engagement and support of students, and to provide a learning environment that is free from discrimination or harassment. ACD will provide reasonable support to students to assist them in participating fully in their learning.

3.1 Disability

This policy seeks to ensure that students with disability can access and participate in education and training on the same basis as other students.

Disability includes physical, intellectual, psychiatric, sensory, neurological and learning disabilities.

The ACD will:

- ensure admission to courses, enrolment in units, learning and assessment activities are accessible to students with disabilities,
- consult with the student or their associates about the effect of the disability and whether any reasonable adjustment is necessary,
- make any reasonable adjustments the student may require without compromising academic or training standards.

Reasonable adjustments will be made as required to assist a student with a disability to participate in education and training on the same basis as other students. Reasonable adjustments:

- may be made to policy or practice, facilities, equipment, services, assessment and teaching methods;
- should not disadvantage other students or impose undue hardship on ACD.

3.2 Disclosure of disability

A student or applicant for admission with disability who requires adjustments is encouraged to disclose their need for the adjustments to ACD.

- Information about the disability and individual requirements will be kept private and confidential, except that this information may be disclosed to an appropriate staff member in order to make reasonable adjustment. Evidence of a disability may be required to make the adjustment.
- The student's dignity and respect will be maintained at all times.

A student or applicant for admission with disability who does not require adjustments is not obliged to disclose their disability.

3.3 Discrimination

ACD aims to support equality and inclusion by fostering respect and mutual understanding.

ACD acknowledges that it is unlawful to discriminate against a person on the basis of disability, age, race, ethnicity, country of origin, cultural or religious beliefs, gender, sexual orientation, marital status or gender identity.

ACD is committed to preventing harassment and victimisation of people by:

- raising awareness and informing staff and students that harassment and victimisation is unlawful and unacceptable through orientation, induction and professional development;
- taking reasonable action to redress any disadvantage caused by unequal access;
- providing a means of redressing complaints for students (refer Grievance policy).

4. Legislation/Standards

- Age Discrimination Act 2004 (Commonwealth)
- Australian Human Rights Commission Act 1986 (Commonwealth)
- Disability Discrimination Act 1992 (Commonwealth)
- Disability Standards for Education 2005
- Equal Opportunity Act 1984 (South Australia)
- Equal Opportunity for Women in the Workplace Act 1999 (Commonwealth)
- Higher Education Standards Framework
- Racial Discrimination Act 1975 (Commonwealth)
- Racial Vilification Act 1996 (South Australia)
- Sex Discrimination Act 1984 (Commonwealth)

5. Related Policies and Procedures

- Admission and Enrolment policy
- Assessment Policy
- Grievance Procedure
- Work Integrated Learning policy
- Privacy of Information Guidelines

6. Authorities

Approval Authority	ACD Council
Responsible Officer	Executive Officer
Approval Date	30/09/2021
Review Date	Default is 3 years after approval date
Replaces Policy (if applicable)	Students with Disabilities, Equal Opportunity