



## **Disability Discrimination Policy Statement**

The definition of disability includes a wide range of impairments including physical, intellectual, psychiatric, sensory, neurological and learning disabilities. It also covers discrimination against a person because of a physical disfigurement or a disease.

### **It is our policy that:**

Students with disabilities can participate in education and training without discrimination;

Students with disabilities have opportunities to access the College curriculum and achieve educational outcomes, in the same manner as students without disabilities;

Reasonable adjustments will be made where necessary, to ensure students with disabilities are able to participate in all activities available to students without disabilities;

Individualised programs will be developed for students with disabilities in consultation with parents/carers and relevant experts;

All processes are accessible and transparent; and

Disability discrimination prevention strategies are reviewed on an annual basis against best practice.

### **Discrimination, Harassment & Victimisation**

Aitken College does not tolerate discrimination, harassment and victimisation of any type including disability discrimination. This is achieved by:

Informing all staff and students that disability discrimination is not acceptable;

Providing information and training concerning non-discriminatory methods of teaching;

Ensuring staff and students are aware of appropriate actions to be taken if harassment or victimisation occurs;

Establishing strategies and programs to prevent harassment and victimisation of persons with a disability; and

Ensuring strategies and programs extend to not only students but also to their parents/carers, who may experience discrimination as a result of their support role to a person with a disability, or who may have a disability themselves.

### **'Same Basis' Opportunities**

The fundamental concept in operation at Aitken College to prevent disability discrimination is the 'same basis' concept. This means treatment of students with a disability must be on the 'same basis' as students without a disability, when presented with opportunities and choices offered to students without disabilities.

### **Reasonable Adjustments**

Aitken College will provide reasonable adjustments upon consultation with the prospective student with a disability and their parents/carers to assist the student undertake education offered.

Whether an adjustment is reasonable will depend on balancing the student's learning needs with the interests of all parties affected, including those of the student with a disability, the College, staff and other students.



Depending on the needs of the student, adjustments may include modifications to College facilities, procedures and resources.

Modifications to enable student access to College facilities and participate in everyday College life include adjustments to toilets, ramps, safety railings, the gymnasium, computer rooms and laboratories to ensure students with disabilities can access these facilities safely.

All processes for adjustments within the College, including review and grievance procedures, will be transparent. All decisions will be made in a timely way that optimises the student's participation in education and training.

Unjustifiable hardship is determined via an individual assessment of the prospective student's needs balanced with the costs associated with additional staffing, the provision of special resources or modifications and health and safety and duty of care requirements.

### **Disability Information**

Information obtained in relation to the student's disability will remain confidential and will only be disclosed for the purposes of making adjustments or in accordance with a lawful requirement.

### **Complaints**

Complaints of unlawful discrimination should be made to the College. Complaints will be properly and effectively dealt with using the College's complaint procedures.

### **Staff responsibility**

All staff must follow the guidelines set out in this policy.

### **Implementation**

This policy is implemented through a combination of:

- Staff training
- Student and parent/carer education and information
- Effective management of the enrolment
- The development of an 'anti-discriminatory' culture within the College community
- The development of a culture that maintains the disabled student's dignity and privacy
- The establishment of processes for ongoing evaluation, monitoring and review of the effectiveness of the management of students with disabilities
- Effective communication and incident notification procedures
- Initiation of corrective actions where necessary.

### **Related documentation**

- Enrolment form
- Terms of Enrolment
- Complaint Handling policy

If you wish to discuss this policy or provide feedback please email [admin@aitkencollege.edu.au](mailto:admin@aitkencollege.edu.au).



## Revision History

Version	Date	Reviewed by	Position/Title	Approved by
1	30/05/2018	Kim Forward	Deputy Principal	Kim Forward
1.1	08/05/2020	Kim Forward	Deputy Principal	Kim Forward
2	11/11/2020	Amy Schembri (as per advice from RK Lawyers)	Compliance Manager	Amy Schembri
3	05/05/2021	Josie Crisara	Principal	Josie Crisara
4	19/01/2021	Josie Crisara Kim Forward Amy Schembri	Principal Deputy Principal Compliance Manager	Josie Crisara Kim Forward
5	30/03/2022	Josie Crisara Kim Forward Amy Schembri	Principal Deputy Principal Compliance Manager	Josie Crisara Kim Forward
5.1	12/01/2023	Kim Forward	Deputy Principal	Kim Forward
5.2	17/01/2024	Kim Forward	Deputy Principal	Kim Forward
	26/08/2024	Noted by the College Board		