

## STUDENTS WITH DISABILITIES POLICY

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<b>Approved by</b>	Academic Board	
<b>Responsible Body</b>	Academic Board	
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<b>Effective date</b>	5 August 2020	
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<b>Superseded documents</b>	Students with Disability Policy July 2012	
<b>Compliance reference</b>	HES_1.1; 1.3.1; 2.2.1; 2.2.3; 3.3.3; 3.3.4	
<b>Related documents</b>	Students with Disabilities Procedure	
<b>Policy classification</b> <i>Select a General OR an Academic option</i>	<b>General</b>	<b>Academic</b> Student Services and Administration

### 1. PURPOSE

To ensure students with disabilities can, as far as circumstances reasonably allow access, and participate in education at Morling College (MC) equitably, enriching college life.

### 2. DEFINITIONS

<b>Key Term - Acronym</b>	<b>Definition</b>
Adjustment	“A measure or action, or a group of measures or actions, taken by an education provider that has the effect of assisting a student with a disability” (Commonwealth of Australia, 2005).
Disability	Disability is very broadly defined as any physical, sensory, intellectual, psychiatric, neurological, or learning disability and includes physical disfigurement and the presence in the body of disease-causing organisms. A disability may be temporary or permanent, total, or partial, lifelong, or acquired. The prohibition against discrimination based on disability also covers a disability that existed in the past, may exist in the future or that is imputed to a person.
Disability discrimination	When a person is treated less favourably, or not given the same opportunities as others in a similar situation, because of their disability. It can also occur when an unreasonable rule or policy is the same for everyone but has an unfair effect on people with a particular disability.
Equity	The quality of being fair and impartial

Reasonable adjustment	a statutory responsibility to make adjustments wherever it is necessary, possible and reasonable to do so. An adjustment is considered reasonable if it considers the requirements of the person with disability and balances the interests of all parties affected.
Student	Includes enrolled students and prospective students
Unjustifiable hardship	An organisation is not obliged to introduce an adjustment if it can demonstrate that to do so would cause it major difficulties or where the cost is unreasonable.

### 3. SCOPE

This policy applies to current students and prospective students of Morling College (MC) (students), who have disabilities, along with their carers, families and professional health practitioners. It is also a guide for professional and academic staff who interact with these students.

### 4. POLICY STATEMENT

Morling College affirms the Biblical principle that all people are created in the image of God (Gen 1:26-28) and therefore have intrinsic value and worth. It is committed to providing equal opportunity for all students and appreciates and values diversity.

MC is committed to providing an accessible and inclusive study environment to enable students with disability to participate fully in all aspects of College life, free from discrimination.

MC applies the principle of reasonable adjustment to remove barriers to study for people with disability.

MC embraces the principle of universal design. That is, embedding in the design of products and environments, the capacity to cater for a diversity of users, including people with disability.

### 5. PRINCIPLES

#### Commitment

- 5.1 To give effect to the commitments above, MC will:
- a. foster a study environment free from discrimination or harassment based on disability
  - b. provide training and/or information on disability issues for staff working with people with disability, where appropriate;
  - c. promote and implement procedures for making reasonable adjustments that enable people with disability to participate effectively in study at MC

- d. provide adequate resources to ensure that appropriate equipment and support services are available to students with disability where reasonably possible; and
- e. have due regard for each person's right to privacy and confidentiality when seeking information about their disability for the purpose of making study related adjustments
- f. maximise accessibility in the design, application and use of technology and the provision of facilities
- g. promote the use of appropriate language in reference to disabilities and people with disabilities.

#### Admission

- 5.2 Applicants with disabilities will be assessed under the same criteria as applies to other applicants and are subject to meeting course entry requirements.
- 5.3 In line with AVCC (2006) guidelines, when assessing the educational qualifications of an applicant with a disability for the purposes of considering whether they have met the admission criteria to the standard necessary to gain admission, MC may make an adjustment to the admission requirements to compensate for disadvantage experienced by an applicant in prior educational settings. In the consideration of a possible adjustment, MC will seek advice from appropriate health professionals or other educational institutions concerning the likely effect of the disability on the person's educational achievements.

#### Reasonable Adjustment

- 5.4 MC has a statutory responsibility to make such adjustments in work and study contexts wherever it is necessary, possible, and reasonable to do so. Morling may not introduce an adjustment if to do so would cause it "unjustifiable hardship". Academic standards and essential components of a program will be maintained.

#### Grievances

- 5.5 If a student has a grievance in relation to access or equity matters, it may be pursued via the relevant grievance procedure.  
 Students in Bible and Theology enrolled via the Australian College of Theology (ACT): ACT's *Grievance Resolution Policy for Domestic Students* or *Grievance Resolution Policy for Overseas Students*.  
 Students in Bible and Theology enrolled via the University of Divinity (UDiv): *UDiv's Complaints Policy*  
 Students enrolled in Education or Counselling, Chaplaincy and Spiritual Care: MC's: *Grievance (Non-Academic Matters) Procedure Education; Counselling, Chaplaincy and Spiritual Care*  
 International student enrolled in Counselling: MC's *Grievance Procedure*

## 6. RELATED DOCUMENTS AND LEGISLATION

[Disability Discrimination Act 1992](#)

[Chancellors' Committee \(AVCC\) \(2006\), Guidelines Relating to Students with Disabilities](#)

[Australian Human Rights Commission \(2015\), Disability Discrimination](#)

[Disability Discrimination Act \(1992\), No. 135, 1992, Compilation No. 30](#)

[Commonwealth of Australia \(2005\), Disability Standards for Education](#)

[TEQSA, 11 October 2017, Guidance Note: Diversity and Equity Version 1.2](#)

## 7. REFERENCES

Charles Sturt University Disability and Work or Study Adjustment Policy

Australian College of Theology, March 2020, Faculty & Professional Staff Handbook  
Pp 28-29

## 8. VERSION HISTORY

Version	Approved by	Approval Date	Effective Date	Changes made
2	Academic Board	28 July 2020	28 July 2020	Major amendments. Adding definitions, 5.1. Procedures removed.
1	Academic Board	July 2012	July 2012	

Always **download** this policy anew from the Policies folder on the Morling share drive, as it may have changed: G:\Shared drives\Shared data\Policies\Student Policies