



Disability Policy

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Applicability	All Bond University Staff, Students and Visitors
Contact person	Pro Vice-Chancellor (Students and Academic Support)
Policy status	Approved Policy
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Related policies and legislation	Disability Discrimination Act 1992 (Commonwealth) Disability Services Act 2006 (QLD) Disability Services Regulations 2006 (QLD) Disability Standards for Education 2005 Disability (Access to Premises-buildings) Standards 2010

1. Overview

The purpose of this policy is to make explicitly clear the obligations Bond University has under the *Disability Discrimination Act 1992* and *Disability Services Act 2006* in relation to the physical environment of the campus for staff, students and visitors with a disability.

Bond University recognises its responsibility to create an environment free from discrimination and harassment and will develop plans and procedures to provide an accessible and inclusive work and study environment.

2. Definitions

Bond University uses the definitions of disability, discrimination and harassment as stated under Commonwealth and State legislation.

Disability A temporary or permanent, total or partial, lifelong or acquired impairment that is attributable to a physical, sensory, intellectual, psychiatric, neurological, cognitive learning difficulty, disfigurement and/or serious illness. This impairment results in a reduced ability to access services provided by the University, and a need for support services to overcome these barriers.

Discrimination To treat a person less favorably because of his or her disability, than a person without that disability would be treated in the same or similar circumstances.

Harassment An action because of, or in relation to, the disability of a person that humiliates, offends, intimidates or distresses, whether intended or not.

3. Principles

- Bond University will take all reasonable steps to identify and eliminate unlawful discrimination in order to promote a study and work environment that is equitable for its students and staff with disabilities;
- Bond University shall endeavour to take all reasonable steps in providing dignified, equitable and reasonably achievable access to buildings and facilities and services within the buildings for students, staff and visitors.
- Bond University aims to ensure the delivery of all services to students and staff with disabilities in a manner which respects and promotes their human dignity, rights and opportunities, privacy and confidentiality;
- Bond University recognises its obligations to provide a safe physical study and work environment in which students and staff with disabilities can partake.

4. The Policy

4.1 Provision of Education Facilities

Student Admission, Enrolment and Assessment

Prospective students with disabilities are responsible for disclosing the nature of their disabilities and their special needs during Bond University's admission and enrolment procedures. Failure to disclose may result in the University being unable to provide the individual with any accommodating requirements.

It is reasonable to seek information and evidence about a pre-enrolled student's disability requirements, providing the purposes for the inquiry is to provide equal opportunity or to provide special services to support the student with a disability. As such Bond University may request in advance supporting evidence from either medical or other expert relating to the nature of the student's disability.

Reasonable Adjustment

'Reasonable adjustments' will be made to accommodate a student with a disability. A 'reasonable adjustment' is a measure or action taken to assist a student with a disability to participate in education on the same basis as other students. An adjustment is reasonable if it can be made whilst taking into account the student's education needs and balancing the interests of all parties affected, including the University, staff and other students.

4.2 Employment

Bond University recognises and values the importance of establishing a diverse workforce and promotes equitable employment practices that aim to ensure that the best person is employed for the job in a climate free from discrimination.

It is reasonable to seek information and evidence about a prospective employee's disability requirements, providing the purposes for the inquiry is to provide equal opportunity or to provide special services to support the employee with a disability. As such Bond University may request in advance supporting evidence from either medical or other expert relating to the nature of the prospective employee's disability.

Reasonable Adjustment

Reasonable adjustment does not include changing the inherent requirements of the position. It is a matter of overcoming an employee's inability, by reason of disability, to perform successfully. An adjustment is reasonable if it can be made whilst taking into account the employee's needs and balancing the interests of all parties affected, including the University and other employees. For example: a 'reasonable adjustment' would be an alteration to a feature of the work environment or workstation.

In making the adjustment, each case needs to be considered in its own circumstances and on its own merits in consultation with the Manager/Supervisor of the area. Reasonable costs will be met by the relevant Faculty/Institute or Office.

4.3 Physical Environment

Bond University requires that all new buildings are designed for access by students, staff and visitors with disabilities in accordance with the appropriate current Australian Building Codes and Australian Standards.

Bond University shall endeavour to improve access to older buildings which do not meet Australian Building Codes and current Australian Standards when renovations or improvements are made.

Student Accommodation

Bond University Student Accommodation has the ability to accommodate a limited number of students with a disability. These rooms within on-campus accommodation are designed for access by persons with a disability in accordance with the appropriate current Australian Building Codes and Australian Standards.

4.4 Unjustifiable Hardship

The legislation allows for Bond University to determine whether the extent of 'reasonable adjustment' would impose unjustifiable hardship on the University.

In determining whether a requirement would cause unjustifiable hardship to the University, an appropriate staff member of the Faculty/Institute or Office should consider all relevant circumstances of the particular case including:

- The nature of the benefit or detriment likely to accrue or be suffered by any persons concerned; and
- The effect of the disability on a person concerned; and
- The financial circumstances and the estimated expenditure required to be made by the University; and
- In the case of the provision of services, or the making available of facilities, an action plan needs to be developed and given to the Australian Human Rights Commission (in accordance with Section 64 of Disability Discrimination Act 1992).

Where it is deemed that further consideration of the matter is required before a decision can be made, all information will be provided to the Pro Vice-Chancellor (Students & Academic Support) who will provide advice on the matter to the Vice-Chancellor.

The student or staff member with the disability will be advised in a timely manner about the processes for determining whether the proposed adjustment would cause unjustifiable hardship to the University. These processes must maintain the dignity, respect, privacy and confidentiality of the student or staff member, consistent with the policies of the University.

5. Related Procedures

[Australian Vice-Chancellors' Committee – Guidelines relating to Students with a Disability, May 2006](#)

6. Related Guidelines and Forms

[Application for Academic Support](#)