DISABILITY POLICY

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<thead>
<tr>
<th>POLICY AUTHORISED BY</th>
<th>POLICY AUTHOR/OWNER</th>
<th>POLICY REVIEW RESPONSIBILITY</th>
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<tbody>
<tr>
<td>Managing Director</td>
<td>General Manager, Training and Business Services</td>
<td>Manager, Learning Resource Centre</td>
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</tbody>
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<tr>
<th>CURRENT VERSION DATE</th>
<th>POLICY REPLACES</th>
<th>DATE OF NEXT REVIEW</th>
</tr>
</thead>
</table>

1 Policy Statement

Students and employees and prospective students and employees with disabilities shall be afforded every opportunity to participate fully within West Coast Institute.

2 Objectives

To ensure that persons with disabilities are afforded equitable access and practical support to participate fully in the life of the Institute in a climate of positive and informed attitudes and in ways which do not unduly highlight disabilities.

To increase access and participation by staff and students with disabilities consistent with their representation in the population of potential Institute students.

3 Definitions, Terms and Acronyms

A disability is any continuing condition that restricts everyday activities.

The Disability Services Act (1993) defines disability as a condition that restricts everyday activities.

The Disability Services Act (1993) defines disability as a condition that

- Is attributable to an intellectual, cognitive, neurological, sensory or physical impairment or a combination of those impairments;
- Is permanent; and
- May or may not be episodic in nature.

Disabilities can result in a person having a substantially reduced capacity for communication, social interaction, learning or mobility and a need for continuing support services in daily life. Some disabilities, such as epilepsy, are hidden, while others, such as cerebral palsy, may be visible.

With the assistance of appropriate aids and services, the restrictions experienced by many people with a disability may be overcome.
Discrimination

Discrimination on the grounds of disability means treating a person with a disability less favourably than a person who does not have a disability would be treated in the same or similar circumstances.

4 Related Legislation/Standards/Frameworks/Policies/Procedures

Disability Discrimination Act (1992)
Western Australian Disability Services Act (1993)
Guidelines relating to students with Disabilities (1996) – AVCC
Disability Standards for Education 2005

Policy Provisions:

The following policy principles shall be observed

1. No policy or practice of the Institute shall discriminate against persons with disabilities except where, in the opinion of the Managing Director, the provision of additional goods, services or facilities would impose unjustifiable hardship on the Institute.

2. All staff of the Institute shall, within their areas of responsibility, make such accommodations as may reasonably be necessary to remove any barriers to the access of persons with disabilities to the goods, services or facilities of the Institute.

There is a Disability Access and Inclusion Plan for students within the Institute, which gives effect to this Policy and meets the requirements of existing state and commonwealth legislation. Only students who reside in Australia during the course of their studies are covered by the provisions of the Disability Access and Inclusion Plan.

5. Supporting/Related Documents

Disability Access and Inclusion Plan
An action list to address barriers and strategies to educational access, communication, feedback support programs, physical access and health and safety issues. Amendments to the plan will be reviewed by the Institute Executive and approved by the Managing Director.

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