



Disability Action Plan 2014–2018

Never Stand Still



Priority Developments: 2014-18

Focus Area 1: Policy and Planning

UNSW embraces the diverse backgrounds of its students and staff, embedding inclusion and equity within its policy and planning framework.

By actioning the Disability Action Plan, UNSW will support awareness and responsiveness to disability across the University and achieve consistent student outcomes across University Services.

Priority Actions:

1. Establish a University Disability Reference Group to overview DAP implementation and provide strategic advice.
2. Embed principles of the DAP into all strategic and policy plans across UNSW.
3. Develop guidelines to support disability practice across faculties and services, and establish Faculty and Unit referral points for staff.
4. Engage Stakeholders across the University and community to inform development of disability policy and practice.
5. Establish an Inherent Requirements project.

Focus Area 2: Learning and Teaching

UNSW provides an outstanding educational experience to all students as well as valuing and supporting academic staff.

UNSW will address the needs of students with a disability in curriculum development, design and delivery, and staff will be competent in addressing students' needs. Student processes will be reliable across faculties, and students will be supported to achieve positive outcomes.

Priority Actions:

1. Ensure disability is addressed in the Learning and Teaching Quality Assurance project and use principles of Universal Design in curriculum development processes.
2. Include "Working with students with a disability" into the formal induction of new staff and offer academic staff professional development in inclusive practice.
3. Establish guidelines to support effective educational adjustments for students.
4. Ensure disability component is included in mandatory introduction module for commencing students.

Focus Area 3: Digital Environment

UNSW's digital environment is accessible to people with a disability and is in the forefront of innovative inclusive and accessible technologies.

UNSW's digital environment will be accessible to students, staff and visitors, and UNSW will facilitate increased participation by integrating blended learning, assistive and inclusive technologies.

Priority Actions:

1. Establish a coordinating committee for strategic advice on inclusive IT practices across UNSW.
2. Conduct an accessibility audit of existing IT software and applications, and scope and implement upgrades. Test software/applications for accessibility prior to acquisition or implementation.
3. Review and update Website Accessibility Policy, and ensure accessibility of online delivery.
4. Provide specialist assistive technology support to both staff and students, and establish guidelines for the use of personal devices to record teaching sessions.

Focus Area 4: Built Environment

UNSW will adopt best practice in ensuring campus accessibility.

Physical space across UNSW will meet access requirements, with easily identifiable accessible routes across campuses. Residential communities will meet the needs of students.

Priority Actions:

1. Conduct an accessibility audit of all built infrastructure (including toilets) against best industry practice and standards to identify priorities for implementation.
2. Develop UNSW Facilities Access Guidelines that complement disability access standards.
3. Develop FM accessibility expertise in procedures, scoping and monitoring of the built environment.
4. Increase and develop campus access routes, identifying stages, using appropriate signage, and incorporating user consultation and testing. Create smaller geographic maps for campus areas, highlighting accessible routes and facilities.
5. Develop accessible facilities and public spaces in Residential Communities and implement disability awareness training for all staff and residents in leadership roles.

Focus Area 5: Support Infrastructure

UNSW is proactive in supporting equity, inclusion and wellbeing for students and staff.

UNSW will ensure all new and current students with a disability are aware of available systems and support. UNSW will embed quality improvement in developing and delivering student services, and students will be supported to become competent self-advocates and will be workplace-ready.

Priority Actions:

1. Ensure new, current and graduating students are effectively informed about services, and investigate student destinations.

2. Develop and deliver disability awareness training in a range of modes for all staff with an initial focus on units involved in providing information to prospective and newly arrived students.
3. Obtain regular feedback on services from students and staff with a disability.
4. Develop 'When to Disclose' project for students with a disability.

Focus Area 6: Campus Life

UNSW is an inclusive community where all members are able to fully participate academically, socially and in the workplace.

UNSW will further develop the culture of inclusivity in the university community, and university events will be accessible to all people.

Priority Actions:

1. Publish articles recognising achievements of UNSW students and staff with a disability.
2. Establish guidelines for accessible practice in event management. Increase participation in UNSW public events through improved communication access and format.
3. Utilise the experience of graduates and alumni with disability to improve UNSW environment.

Focus Area 7: Workplace Environment

UNSW meets the needs of all staff through its policies and practices, and supports all staff to achieve in their professional roles.

Disability related information and services will be readily available for UNSW staff, and staff with a disability will achieve positive outcomes.

Priority Actions:

1. Include an overview of disability and equity services in staff induction process.
2. Ensure reasonable adjustments and Job Support and Job Access programs are promoted.
3. Promote merit-based consideration of flexible working times by managers and HR.
4. Make accessible referral points available to staff.

Disability Action Plan 2014-2018

The Disability Action Plan 2014-2018 (DAP) provides a framework to ensure equality of access across UNSW Australia. By giving specific consideration to those with a disability, it enables all UNSW students and staff to achieve to their highest potential.

Legislative Framework

The UNSW DAP is guided by Federal and State legislation relating to disability and discrimination, as well as United Nations conventions including:

- *Disability Discrimination Act 1992*
- *Disability Standards for Education 2005*
- *UN Convention on the Rights of Persons with Disabilities 2006*
- *Human Rights and Equal Opportunity Commission Act 1986*
- *NSW Anti-Discrimination Act 1977*
- *ACT Discrimination Act 1991*

University Framework

UNSW aspires to be a destination of choice for students with the highest potential irrespective of background. The university is committed to providing quality education and research excellence for students in an environment which is underpinned by equity, opportunity and diversity.

In the workplace, UNSW aspires to provide an environment attractive to staff of high quality. The university is committed to developing a strong leadership culture and encouraging teamwork to provide high service standards, and an inclusive learning culture.

This plan was developed through extensive consultation with students with a disability, faculties, academic staff, professional and administrative units, and staff with a disability.

UNSW Learning and Teaching Strategy

The DAP aligns with and supports goals and strategies identified within the *UNSW Learning and Teaching Strategy 2014-2018*.

Disability

UNSW uses 'disability' as a broad term to cover a wide range of professionally diagnosed illnesses, learning difficulties, injuries, medical and mental health conditions. A person may be affected permanently or may have symptoms that occur from time to time.

This is consistent with the definition of 'disability' in the *Disability Discrimination Act*, which includes physical, intellectual, psychiatric, sensory, neurological, and learning disabilities, as well as physical disfigurement and the presence in the body of disease-causing organisms.

Disability Action Plan

The DAP identifies a vision and intent for each of seven focus areas: policy and planning; learning and teaching; digital environment; built environment; support infrastructure; campus life; and workplace environment.