**University of
South Australia**

Disability Action Plan 2014—2018

"Break barriers, open doors: for an inclusive society and development for all."

Theme of United Nations International Day of Persons with Disabilities, December 2013

"I am proud to lead the University's commitment to improving inclusion and support of students and staff with disabilities. I believe that this is such an important issue that I have ensured 'Crossing the Horizon: our Strategic Action Plan 2013-2018' makes a specific commitment to the implementation of this Disability Action Plan and to the delivery of Universal Design Workshops for our teaching staff."

Professor David Lloyd, Vice Chancellor and President

Priorities for 2014—2018

Our consultation indicated the following priorities for this five year period. As a university we will focus on:

- Building confident support and management of disability in our University community
- Building confident support of students with disability
- Confident management of disability in our workforce
- Disability consultation, data collection and reporting
- Governance of the University's disability objectives

2014—2018 Disability Action Plan

The Disability Action Plan is informed by consultation with our staff and students. Their views and ideas informing the actions required to achieve our disability objectives over this period.

The Plan builds on the University's previous disability action plans, focusing on increased consultation and awareness about disability, and introducing new initiatives and activities to further enhance:

- The inclusion of students and staff with a disability in all aspects of university life
- Identification and removal of barriers to tertiary education and employment for students and staff
- Diversification of the University's workforce and student population
- Prevention of intentional, non-intentional or systemic discrimination

Crossing the Horizon

Our strategic Action Plan 2013-2018 includes the Action Set 'Engagement with Society beyond the Classroom and Campus'. This Action Set foregrounds our commitment 'to implement the recommendations of the 2012 Disability Action Plan Review' which are outlined in this Disability Action Plan.

In achieving the Plan's objectives we will provide clarity for current and future students and staff with a disability in relation to their rights and requirements under the Disability Discrimination Act 1992 and the Disability Standards for Education 2005.

We will engage with staff and students who lead, teach, manage, work or study with people with a disability.

For UniSA Students

UniSA offers a wide range of pathways to university, including bridging study through the UniSA College. UniSA provides an inclusive education environment and provides specialised support for students with disabilities. Online resources are provided for all courses through the learnonline system, including lecture recordings. Facilities on each metropolitan campus include adaptive technology suites and multi- access suites.

UniSA Disability Services for students are recognised by students and staff for the ongoing delivery of high quality and sensitive support.

Disability Services are provided for students with a range of disabilities, including those with mental health and other medical conditions that have the potential to impact on study. All sensitive and personal information collected by our Disability Services team is dealt with in confidence.

Services include:

- Development of individual access plans
- Auslan interpreter services
- Alternative format print material & loan equipment
- Assistance with academic adjustments such as alternative exam arrangements
- Advice for teaching staff

unisa.edu.au/disability-hub

For UniSA Staff

UniSA is outward looking and welcomes the wide range of perspectives and opportunities that diversity brings to our staff profile. In seeking to enrich our inclusive and positive approach to disability, managers and academics work with Human Resources staff to provide solutions that aim to ensure staff have equal access to, and participation, in employment.

Staff and managers are provided with support that caters for their individual needs, including
- Development of individual work support plans
- Physical workplace adjustments
- Flexible work arrangements
- Assistive technology solutions
- Auslan interpreter services
- Advice and guidelines for managers of staff with a disability
- Occupational health, safety, welfare and injury support through a dedicated OHSWIM team

unisa.edu.au/disability-hub

Focus on building confident support and management of disability in our University Community

Through communication & education

Establish an online Disability Hub for current and future students and staff, providing one locus of disability information, policies, procedures and resources.

Disability Hub hosts

- Resources for staff, students and managers
- Information about workplace adjustments for staff with a disability
- A mechanism for compliments, concerns or complaints
- Links to campus access maps
- Promotion of disability events and inclusive stories
- Links to the Disability Action Plan and relevant policies and legislation

Through awareness raising

- Implement a mental health awareness strategy
- Explore opportunities for extending external partnerships supporting disability
- Participate in and hold events that promote disability awareness and support national disability initiatives

Through collective purpose, reducing attitudinal barriers

- Continue to promote the principles of equity and inclusion in University publications available in a range of accessible formats
- Implement Crossing the Horizon Action Set 5 and its commitment to the Disability Action Plan and Universal Design Workshops
- Ensure all student engagement and university-wide activities are inclusive and accessible

Through ensuring an accessible environment

Enable reporting of physical access issues through the Disability Hub.

Focus on building confident support of students with a disability

Continually improve accessibility

- Further promote diversity and accessibility in linkages with secondary schools to assist in the recruitment of prospective students with disabilities
- Ensure entry pathways at all levels accommodate prospective students with complex and multiple needs

Continually improve staff awareness and capacity in supporting students with a disability

Further develop guidelines for staff supporting/supervising students with a disability, focused particularly on:

- Students in placement/practicum courses
- Higher degree by research students
- Students with mental health issues
- Students studying online

Include a disability perspective in the Teaching @ UniSA and Tutoring @ UniSA programs.

Further develop inclusive teaching strategies

- Improve consistency in the inclusion of the disability perspective within UniSA curricula
- Establish mechanisms to audit the universal learning design of programs and courses in Program Review policy, utilising available online tools
- Include components on reasonable adjustments and universal learning design in the Teaching @ UniSA program
- Establish colloquium to assist academics in the area of inclusive design

Increase employment opportunities for students with a disability

- Establish closer collaboration between units providing disability and career services to further improve employment opportunities for students with disabilities
- Develop a transition to employment program for graduating students with a disability

Focus on confident management of disability in our workforce

Through communication & education

- Promote the Disability Action Plan and related resources through the Disability Hub
- Design and deliver disability awareness training

Through ensuring accessible workplaces

- Promote flexible work practices and workplace adjustments
- Promote commitment to identifying positive solutions

Through technology

- Promote and enable the use of assistive technology
- Ensure access to specialised technology and equipment

During recruitment and selection

- Explore ways of attracting and increasing the number of candidates with disability
- Review recruitment and selection policy and procedure to ensure no barriers exist to the recruitment of people with disability
- Engage with new staff with disability to assess recruitment and selection processes

At induction

- Ensure staff induction fosters disability awareness and provides information on the support available

Focus on disability consultation, data collection & reporting

Improve consultation and data collection

- Establish a calendar of consultation, including with new students and staff who have disclosed their disability
- Review current disability data collection and ensure it adequately informs:
  - Teaching and learning strategy and practice
  - Staff recruitment and retention
  - Facilities development and management

Focus on governance of the University's disability objectives

Strengthen disability governance

- Confirm and implement a strong disability governance framework
- Ensure our current disability policies and procedures reflect legislation, support contemporary education practice, and are congruent with related academic policies and procedures
- Ensure an effective disability compliments and complaints reporting and response mechanism for students and staff