

Disability Discrimination Policy



Disability Discrimination

Disability discrimination occurs when a person with a disability is treated less favourably than a person without a disability, in the same or similar circumstances.

The definition of disability includes a wide range of impairments including physical, intellectual, psychiatric, sensory, neurological and learning disabilities. It also includes physical disfigurement and the presence in the body of disease-causing organisms, such as the HIV virus.

Lavalla Catholic College's Policy

Lavalla Catholic College is committed to providing a safe and educationally supportive environment that values and encourages participation by all students and workers, including those with disabilities.

It is our policy that:

- students with disabilities are able to participate in education and training without discrimination
- students with disabilities have opportunities to access the College curriculum and achieve educational outcomes, in the same manner as students without disabilities
- reasonable adjustments are made where necessary, to ensure students with disabilities are able to participate in all activities available to students without disabilities
- individualised programs are developed for students with disabilities in consultation with parents / guardians after accessing information from relevant experts and documented sources
- all processes are accessible and transparent to relevant parties
- disability discrimination prevention strategies are reviewed on an annual basis against best practice.

Discrimination, Harassment & Victimization

Lavalla Catholic College does not tolerate discrimination, harassment and victimisation of any type including disability discrimination.

This is achieved by:

- informing all staff and students that disability discrimination is not acceptable
- providing information and training concerning non-discriminatory methods of teaching
- establishing strategies to prevent harassment and victimisation of persons with a disability
- ensuring staff and students are aware of appropriate actions to be taken if harassment or victimisation occurs
- ensuring strategies extend to not only students but also to their parents / guardians, who may experience discrimination as a result of their support role to a person with a disability, or who may have a disability themselves.

'Same Basis' Opportunities

The fundamental concept in operation at Lavalla Catholic College to prevent disability discrimination is the 'same basis' concept. **On the same basis** means that students with a disability are provided with opportunities and choices that are comparable to those available to students without disability.

Reasonable Adjustments

Lavalla Catholic College will provide reasonable adjustments upon consultation with the students with a disability and their parents / guardians to assist the student to undertake education offered.

Whether an adjustment is reasonable will depend on balancing the student's learning needs with the interests of all parties affected, including those of the student with a disability, the College, staff and other students.

Depending on the needs of the student, adjustments may include modification to College facilities, procedures and resources.

Modifications to enable student access to College facilities and participate in everyday College life include adjustments to toilets, ramps, safety railings and specialised and general purpose learning areas to ensure students with disabilities can access these facilities safely.

Lavalla Catholic College is not required to provide adjustments where doing so would cause unjustifiable hardship to the College.

Unjustifiable hardship is determined via an individual assessment of the prospective student's needs balanced with the costs associated with additional staffing, the provision of special resources or modifications and health and safety and duty of care requirements.

All processes for adjustment within the College, including review and grievance procedures, will be transparent. All decisions will be made in a timely way that optimises the student's participation in education and training.

Disability Information

Information obtained in relation to the student's disability will remain confidential and will only be disclosed for the purposes of making adjustments or in accordance with a lawful requirement.

Complaints

Complaints of unlawful discrimination should be made to the College.

Complaints will be properly and effectively dealt with using the College's complaint procedures, including conciliation in the first instance.

Staff Responsibility

All staff must follow the guidelines set out in this Policy.

Implementation

This policy is implemented through a combination of:

- Staff training to equip staff with knowledge, skills and understanding to enable students with disabilities to participate in the full range of educational programmes or services, on the same basis and to the same extent as students without disabilities
- Student and parent / guardian education and information
- Effective management of the enrolment and accommodation of students with disabilities
- The development of an 'anti-discriminatory' culture within the College community
- The development of a culture that maintains the disabled student's dignity and privacy

- The establishment of processes for ongoing evaluation, monitoring and review of the effectiveness of the management of students with disabilities
- Effective communication and incident notification procedures
- Effective record keeping procedures
- Initiation of corrective actions where necessary.

Documentation

The College maintains records of all reasonable adjustments that have been made for students with a disability. These records are maintained by the Inclusive Learning Team and are stored electronically.

Discipline for Breach of Policy

Where a staff member breaches this policy, Lavalla Catholic College may take disciplinary action.

Key Reference

This policy has been developed having regard to the **Disability Standards for Education 2005**.