

DOCUMENT TYPE	P	
ADMINISTRATIVE	5	
GOVERNANCE	1	
EQUALITY AND DIVERSITY	5	
NUMBER	002	

## POLICY FOR PEOPLE WITH DISABILITIES, MENTAL HEALTH ILLNESS AND/OR ONGOING MEDICAL CONDITIONS

<b>Purpose/ objectives</b>	To eliminate harassment and discrimination against people with a disability and to ensure staff and students are afforded their rights as outlined in the <a href="#">Disability Discrimination Act, 1992 (Cth)</a> and the <a href="#">Equal Opportunity Act 1995 (Vic)</a> .
<b>Scope/ Application</b>	<ul style="list-style-type: none"> <li>• All campuses and centres</li> <li>• All staff, students and official visitors</li> <li>• All official University activities off campus</li> </ul>
<b>Policy Statement</b>	<p>Within the framework established by the <a href="#">Disability Discrimination Act, 1992 (Cth)</a> and the <a href="#">Equal Opportunity Act 1995 (Vic)</a> the University aims to meet the needs of staff and students with a disability by providing an inclusive model of service.</p> <p>The University is committed to the following principles:</p> <ul style="list-style-type: none"> <li>• The elimination of direct or indirect discrimination against a person with a disability, medical condition or mental health illness.</li> <li>• Freedom from harassment and discrimination</li> <li>• Promotion of human dignity, rights and opportunities</li> <li>• Privacy and confidentiality</li> <li>• Promotion of understanding and awareness</li> <li>• Ongoing consultation with staff and students with a disability</li> <li>• Selection of staff and students on merit</li> <li>• Ensuring an accessible physical environment</li> <li>• Ensuring an accessible electronic environment</li> <li>• Development and maintenance of a disability action plan to cover all areas of university life.</li> </ul>
<b>Supporting Procedures</b>	<p>Sexual Harassment, Harassment and Discrimination Policy</p> <p><a href="#">La Trobe University Disability Action Plan 2005-2010</a></p>
<b>Responsibility for implementation</b>	<p>All staff members</p> <p>Deans</p> <p>Heads of Schools</p> <p>Heads of Organisational Units</p> <p>Managers/supervisors</p> <p>Senior Staff</p> <p>Manager, Equality and Diversity Centre</p>
<b>Responsibility for monitoring implementation and compliance</b>	<p>Manager, Equality and Diversity Centre</p> <p>Equality, Diversity and Wellbeing Committee</p>

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		Policy Database Document Reference Number <b>515002P</b>

<b>Status</b>	Revised Format 2008. Prior approval Council December 2002. The implementation of the latest version of this policy supersedes all previous versions of this policy.
<b>Key stakeholders</b>	Pro Vice-Chancellor (Equity and Student Services) Manager, Equality and Diversity Centre Equality, Diversity and Wellbeing Committee
<b>Approval Body</b>	Council.
<b>Initiating Body or person(s)</b>	Pro Vice-Chancellor (Equity and Student Services).
<b>Definitions</b>	This policy accepts the definitions outlined in related legislation.
<b>Related legislation</b>	<a href="#">Disability Discrimination Act, 1992 (Cth)</a> <a href="#">Disability Standards for Education 2005</a> <a href="#">Equal Opportunity Act, 1995 (Vic)</a> <a href="#">Health Records Act 2001 (Vic)</a> <a href="#">Sex Discrimination Act, 1984 (Cth)</a> <a href="#">Victorian Charter for Human Rights and Responsibilities Act 2006 (Vic)</a> <a href="#">Workplace Relations Act, 1996 (Cth)</a>
<b>Related Policy and other documents</b>	Sexual Harassment, Harassment and Discrimination Policy <a href="#">La Trobe University Disability Action Plan 2005-2010</a> Equal Opportunity Policy Equality and Diversity Awareness Program (EDAP) Staff Attendance Policy Human Resources Policies Occupational Health and Safety Policies
<b>Date Effective</b>	December 2002. Editorial update October 2008.
<b>Next Review Date</b>	October 2010
<b>Keywords</b>	Disability, discrimination, mental health illness, medical condition, equality, equity
<b>Owner/Sponsor</b>	Pro Vice-Chancellor (Equity and Student Services)
<b>Author</b>	Manager, Equality and Diversity Centre

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<b>Contact person</b>	Email <a href="mailto:equality@latrobe.edu.au">equality@latrobe.edu.au</a> Bundoora and City Telephone (03) 9479 2900 Albury-Wodonga Campus Telephone (02) 6024 9628 Bendigo Campus Telephone (03) 5444 7410 Shepparton Campus Telephone (03) 5444 7410 Mildura Campus Telephone (03) 5051 4001
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