

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

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

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

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