

Disability Policy

Section 1 - Purpose

(1) QUT supports the right of people with a disability, injury or health condition ('disability') to work, study and participate in all aspects of university life, in an accessible and inclusive environment, free from unlawful discrimination and harassment.

Section 2 - Application

(2) This Policy applies to students, staff and members of the QUT community in all operations of QUT.

Section 3 - Roles and Responsibilities

Position	Responsibility
Director, Equity	In consultation with relevant senior officers, provides advice and support to university officers in meeting QUT's disability obligations.
Director, Health Safety and Environment	Provides rehabilitation and disability services for staff.
Director, Student Services	Provides disability services for students.
University Equity Committee	Provides advice on disability services according to responsibilities in its charter.
Managers and Supervisors (within their scope of authority)	Ensure workplace and study environments are inclusive and free of disability discrimination and harassment. Implement this Policy in all aspects of their area's activities.
All students, staff and members of the QUT Community (as defined in the Code of Conduct - Staff)	Behave in a manner which is inclusive and non-discriminatory.

Section 4 - Principles

(3) The University's approach, through policy, planning, and resource allocation is to:

- provide universal design in the work, learning and teaching environment, and accessibility of the built and virtual environments;
- provide reasonable adjustment and support services for students and staff (and applicants for study or employment at QUT);
- support continued inclusion of people with a disability and protect privacy and confidentiality ([Information Privacy Policy](#)); and
- provide guidance and training programs for staff to promote their awareness of, and obligations in relation to, disability issues.

Section 5 - Accessing Disability Support

(4) To receive disability services the student ([Disability and Accessibility Services](#)) or [staff member](#) (QUT staff access only) (or applicant for study or employment at QUT) with a disability must contact and provide substantiating information in the manner required by the university.

Section 6 - Disclosure of Personal Information

(5) QUT may collect, use and disclose personal information relating to a person's disability. All information will be managed according to QUT's [Information Privacy Policy](#) and will be limited to the minimum information necessary and relevant to enable QUT to fulfill the following purposes:

- a. to understand the person's capacity to meet the requirements of work or study;
- b. to provide advice or recommendations, and to implement reasonable adjustments;
- c. to minimise the risk of harm to the person or others; or
- d. where the collection, use or disclosure is authorised by law.

Section 7 - Exemptions

(6) Laws affecting the rights and responsibilities of students, staff and the university include some exemptions. In particular, the university is not required to provide adjustments which would alter the inherent requirements of a job, or course/unit of study, affect the academic integrity of a course, or impose unjustifiable hardship on the university.

Section 8 - Definition

Term	Definition
Disability	Refers to disability, injury or health condition. The Anti-Discrimination Act 1991 and the Disability Discrimination Act 1992 include detailed definitions of 'impairment' and 'disability'. A disability may be temporary or permanent, total or partial, life-long or acquired.
Discrimination	Is as defined in the university's Resolution Procedures for Sexual Harassment, Sexual Assault and Discrimination Related Complaints .
Inherent Requirements	Are the: 1. core activities, tasks or skills that are essential to a workplace in general, and to a specific position. They cannot be allocated elsewhere, are a major part of the job, and result in significant consequences if they are not performed; and 2. essential components of a course or unit that demonstrate the abilities, knowledge and skills to achieve the core learning outcomes of the course or unit, while preserving the academic integrity of the university's learning, assessment and accreditation processes.
Reasonable Adjustment	Refers to any adjustments for a person who has disclosed a disability to ensure access and participation in education and employment is on the same basis as a person without a disability in comparable circumstances.
Unjustifiable Hardship	Refers to when it is unreasonable for the University to make certain adjustments because to do so would be too onerous. The relevant State and Commonwealth administrative bodies require detailed evidence to support a claim of unjustifiable hardship.

Status and Details

Status	Current
Effective Date	12th May 2023
Review Date	31st December 2024
Approval Authority	Vice-Chancellor and President
Approval Date	12th May 2023
Expiry Date	Not Applicable
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