



STUDENTS WITH DISABILITIES POLICY

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1. PURPOSE

To ensure students with disabilities can, as far as circumstances reasonably allow, access and participate in education at Morling College (MC) equitably, enriching college life.

2. DEFINITIONS

The following definitions apply for the purpose of this policy:

Key Term of Acronym	Definition
ACT	Australian College of Theology
Adjustment	"A measure or action, or a group of measures or actions, taken by an education provider that has the effect of assisting a student with a disability" (Commonwealth of Australia, 2005).
Disability	Disability is very broadly defined as any physical, sensory, intellectual, psychiatric, neurological, or learning disability and includes physical disfigurement and the presence in the body of disease-causing organisms. A disability may be temporary or permanent, total, or partial, lifelong, or acquired. The prohibition against discrimination based on disability also covers a disability that existed in the past, may exist in the future or that is imputed to a person.
Disability discrimination	When a person is treated less favourably, or not given the same opportunities as others in a similar situation, because of their

	disability. It can also occur when an unreasonable rule or policy is the same for everyone but has an unfair effect on people with a particular disability.
Equity	The quality of being fair and impartial
MC	Morling College
Reasonable adjustment	A statutory responsibility to make adjustments wherever it is necessary, possible and reasonable to do so. An adjustment is considered reasonable if it considers the requirements of the person with disability and balances the interests of all parties affected.
Student	Includes enrolled students and prospective students
Unjustifiable hardship	An organisation is not obliged to introduce an adjustment if it can demonstrate that to do so would cause it major difficulties or where the cost is unreasonable.

3. SCOPE

This policy applies to current students and prospective students of Morling College who have disabilities, along with their carers, families and professional health practitioners. It is also a guide for professional and academic staff who interact with these students.

4. POLICY STATEMENT

Morling College affirms the Biblical principle that all people are created in the image of God (Gen 1:26-28) and therefore have intrinsic value and worth. It is committed to providing equal opportunity for all students and appreciates and values diversity.

MC is committed to providing an accessible and inclusive study environment to enable students with disabilities to participate fully in all aspects of MC, free from discrimination.

MC applies the principle of reasonable adjustment to remove barriers to study for people with disabilities.

MC embraces the principle of universal design. That is, embedding in the design of products and environments, the capacity to cater for a diversity of users, including people with disabilities.

5. PRINCIPLES

COMMITMENT

- 5.1 MC will foster a study environment free from discrimination or harassment based on disability.
- 5.2 MC will offer opportunities for students with disabilities to participate in the review and improvement of services.
- 5.3 MC will provide training and/or information on disability issues for staff working with people with disabilities, where appropriate.
- 5.4 MC will promote and implement procedures for making reasonable adjustments that enable people with disabilities to participate effectively in study at MC.

- 5.5 MC will provide adequate resources to ensure that appropriate equipment and support services are available to students with disabilities where reasonably possible.
- 5.6 MC will have due regard for each person's right to privacy and confidentiality when seeking information about their disability for the purpose of making study related adjustments.
- 5.7 MC will maximise accessibility in the design, application and use of technology and the provision of facilities.
- 5.8 MC will promote the use of appropriate language in reference to disabilities and people with disabilities.

ADMISSION

- 5.9 Applicants with disabilities will be assessed under the same criteria as applies to other applicants and are subject to meeting course entry requirements, except where applicable to s 5.10.
- 5.10 When assessing the educational qualifications of an applicant with a disability for the purposes of considering whether they have met the admission criteria to the standard necessary to gain admission, MC may make an adjustment to the admission requirements to compensate for disadvantage experienced by an applicant in prior educational settings. In the consideration of a possible adjustment, MC will seek advice from appropriate health professionals or other educational institutions concerning the likely effect of the disability on the person's educational achievements.

REASONABLE ADJUSTMENT

- 5.11 MC will fulfil its statutory responsibility to make adjustments, wherever it is necessary, possible, and reasonable to do so, to remove barriers to study for people with disabilities.
- 5.12 MC may discern not to introduce an adjustment if to do so would cause it unjustifiable hardship. Academic standards and essential components of a program will be maintained.

GRIEVANCES

- 5.13 If a student has a grievance in relation to access or equity matters, it may be pursued via the relevant grievance policy and procedure:
 - 5.13.1 Students in Bible and Theology, enrolled via the Australian College of Theology (ACT) should refer to the *ACT Grievance Resolution Policy - Students*.
 - 5.13.2 Students enrolled in Education or Counselling, Chaplaincy and Spiritual Care (including Professional Supervision) should refer to the *Grievance*

Policy: CCSC; Education; MRC and Grievance Procedure: CCSC; Education; MRC.

6. RELATED DOCUMENTS AND LEGISLATION

INTERNAL

- Admission Requirements: Bible and Theology
- Admission Requirements: CCSC
- Admission Requirements: Education
- Admissions Policy: CCSC; Education
- Discrimination, Bullying and Harassment Policy
- Grievance Policy: CCSC; Education; MRC
- Grievance Procedure: CCSC; Education; MRC
- Student Feedback Policy
- Student Support Policy
- Students with Disabilities Procedure
- Vulnerable People Policy

EXTERNAL

- Disability Discrimination Act 1992
- Chancellors' Committee (AVCC) (2006), Guidelines Relating to Students with Disabilities
- Australian Human Rights Commission (2015), Disability Discrimination
- Disability Discrimination Act (1992), No. 135, 1992, Compilation No. 30
- Commonwealth of Australia (2005), Disability Standards for Education
- TEQSA, 11 October 2017, Guidance Note: Diversity and Equity Version 1.2

7. REFERENCES

- Charles Sturt University Disability and Work or Study Adjustment Policy
- Australian College of Theology, March 2020, Faculty & Professional Staff Handbook Pp 28-29

8. VERSION HISTORY

Version	Approved by	Approval date	Effective date	Changes made
2.00	Academic Board	6 November 2024	6 November 2024	Minor revision and updates. Addition of s5.2.
2.01	Policy Coordinator	Feb 2023	Feb 2023	Header table updated to latest version, including addition of keywords.
2.00	Academic Board	28 July 2020	28 July 2020	Major amendments. Adding definitions, 5.1. Procedures removed.
1	Academic Board	July 2012	July 2012	

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