

SECTION A University wide - applicable to staff and students

Goal: To create an inclusive educational, research and employment experience for students and staff with disabilities through incorporation of disability issues into existing planning, implementation and evaluation procedures.

This section of the Disability Action Plan affects the whole University community and includes access to the physical environment, the information environment and to the University's socio-cultural experience. The ability to access information resources is an extremely important and often daily requirement of working and studying at a university. Access to the physical environment is equally important and many of the University's buildings and grounds were designed and constructed before existing disability access codes, standards and philosophies were developed. Upgrading of the physical environment to ensure that all people can study and work in a safe and equitable manner is a long-term planning and financial commitment by the University.

Objective A1: To create a physical environment that enables the safe and equitable participation of people with disabilities in all aspects of University life.

Key outcome	Strategy	Responsible Officer	Time Frame
A1.1. Building designs include requirements for meeting the needs of people with a disability and reflect statutory requirements	Property related projects delivered within the University environment will comply with the current Building Code of Australia and have regard for meeting the needs of people with a disability. Post occupancy audits will have regard for compliance with the Building Code of Australia and will include any specific requirements for people with a disability.	Director, Infrastructure – Property and Technology	Ongoing
A1.2. Relevant expertise on disability access is available for planning, implementation and evaluation of capital works and property initiatives.	Designate/appoint a Disability Access Adviser to act as a point of contact on access issues for people with disabilities. Incorporate disability awareness training into Property Services induction, staff development and training programs.	Director, Infrastructure – Property and Technology	Ongoing
A1.3. The University's physical environment is accessible for people with a disability.	Review, update and fund priorities identified in the Physical Access Review 2003 – 2018 document annually. Ensure that the annual Capital Management Plan has an allocation for ongoing disability improvements. Commission risk analyses to inform financial decisions especially in relation to the investment in physical infrastructure.	Vice-President, Services and Resources	Ongoing

Key outcome	Strategy	Responsible Officer	Time Frame
A1.4. Communication with the Disability Service and Human Resources about access issues that affect University students and staff to occur in an effective and timely manner.	Put mechanisms in place to enable staff and students with a disability to identify and report access issues as they emerge. Communicate changes in physical access (either temporary or permanent) to the Disability Service and/or Human Resources to enable them to notify people with a disability of those changes.	Director, Infrastructure – Property and Technology	Ongoing
A1.5. Disability Access Maps for each campus are current and available.	Regularly update the Disability Access Maps for each University of Adelaide campus.	Director, Infrastructure – Property and Technology	Ongoing
A1.6. Campus signage meets the needs of people with a disability.	Review current signage, including markers of gradient change and barriers to free access and initiate a long term plan to upgrade signage where necessary. Investigate the use of alternative communication strategies in key campus locations.	Director, Infrastructure – Property and Technology	Ongoing
A1.7. Students and staff with a disability have adequate parking on campus. Parking issues identified are dealt with promptly and effectively	Undertake an annual audit of car parking for people with a disability to ensure appropriately located accessible spaces for people with a disability in accordance with relevant Australian standards. Designate a Property Services staff member with responsibility for disability issues related to parking at each University campus.	Manager, Business Services, Infrastructure – Property and Technology	Ongoing

Objective A2: Ensure Information Resources can be accessed equitably by people with disabilities.

Key outcome	Strategy	Responsible Officer	Time Frame
A2.1. The University promotional material and web site content is accessible for people with a disability.	Review and take relevant action where possible to ensure that all promotional materials, print, electronic, and web based, are accessible for people with a disability.	Director Marketing and Strategic Communications	Ongoing

Key outcome	Strategy	Responsible Officer	Time Frame
A2.2. The University's information technology environment adheres to universal W3C standards and the DDA.	Review and take relevant action where possible to ensure that the University's information technology environment is accessible for staff and students with a disability and adheres to relevant standards.	Director, Infrastructure – Property and Technology	Ongoing
A2.3. Library resources and services are appropriately accessible for students and staff with disabilities.	<p>Evaluate the needs of staff and students with disabilities who are Library users and incorporate these needs into Library planning processes with disability specific objectives and performance indicators as appropriate.</p> <p>Maintain and promote an area containing specialised equipment and software for users with disabilities. Review the area regularly based on the expressed need of users.</p> <p>Provide training on the use of specialised equipment and software to people with a disability.</p> <p>Ensure that online Library resources are accessible for people with a disability and meet W3C standards.</p> <p>Review ancillary infrastructure such as photocopiers, library self check-out machines and service desks for accessibility requirements.</p>	University Librarian	Ongoing

Objective A3: Promote awareness of, and positive, informed and non-discriminatory attitudes towards, people with a disability

Key outcome	Strategy	Responsible Officer	Time Frame
A3.1. Increased awareness that the University values the participation of people with a disability.	<p>Include the University's commitment to people with a disability in relevant promotional material.</p> <p>University of Adelaide events and functions are inclusive of and accessible for people with a disability.</p>	Director Marketing & Strategic Communications Area Managers	Ongoing

Key outcome	Strategy	Responsible Officer	Time Frame
A3.2. Staff are aware of the University's commitment to the inclusion of people with a disability and of their responsibilities regarding people with a disability.	Oversee the development and maintenance of a comprehensive information and an awareness raising strategy focussed on staff responsibilities, in their specific work roles, in line with disability legislation and standards.	Director HR	Ongoing
A3.3. University' publications and web sites are inclusive of people with a disability and disability issues.	Review the University's publications and web site to include content about and images of people with a disability and disability issues.	Director Marketing & Strategic Communications	Ongoing
A3.4. Staff and students understand and exercise their rights and responsibilities in terms of disability discrimination, harassment and victimisation.	Promote and review University policy and guidelines on harassment and discrimination prevention and complaints resolution. Provide staff who have responsibility for dealing with student and staff concerns with training on legislation and policy relating to the management of disability discrimination.	General Manager: Student Services Director HR	30 June 09
A3.5. People with disabilities are consulted about access and support provided through relevant University policies, services and processes.	Ensure that relevant survey material including the Staff Survey and Student Expectations Survey consults students and staff about the success of the University's policies, services and processes in supporting people with a disability.	Director HR General Manager Student Services	Ongoing

Objective A4: Disability Action Plan Implementation

Key outcome	Strategy	Responsible Officer	Time Frame
A4.1. Information about implementation of the DAP readily available.	Action Plan located on the policies website with links to the Human Resources and the Student Services Websites.	Director HR General Manager Student Services	31 May 09
A4.2. Staff are aware of their obligations for achieving the goals and targets of the DAP.	Establish a process to inform staff of their Disability Action Plan responsibilities.	Director HR	31 Dec 09

Key outcome	Strategy	Responsible Officer	Time Frame
A4.3. Performance measures of the Action Plan are reviewed on an annual basis.	Provide an annual report on progress against performance measures in line with specified time frames for presentation to the VCC.	General Manager Student Services, Director Hr	November annually