



Reasonable Adjustments to Learning, Teaching and Assessment for Students with a Disability Policy

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OVERVIEW

The University of Adelaide is committed to continuing to support a diverse and inclusive community based on the principles of equity and non-discriminatory practice. The University aims to create and maintain a learning experience that is inclusive of the needs of students with a disability and which optimises their participation, retention and success through accessible and equitable learning, teaching and assessment practices. The University's commitment to the provision of reasonable adjustments in teaching and assessment is documented in the [University's Disability Action Plan 2014-19](#).

The University is required to comply with the *Disability Discrimination Act 1992 (Cth)* and the *Disability Standards for Education 2005 (Cth)*. This policy outlines the rights and responsibilities of staff and students in relation to the provision of reasonable adjustments to learning, teaching and assessment.

SCOPE AND APPLICATION

All research and coursework students of the University of Adelaide may seek Reasonable Adjustments to learning, teaching and assessment under this policy. The University will provide information and support to prospective students who may be seeking Reasonable Adjustments for when they commence study.

POLICY PRINCIPLES

1. Determining Reasonable Adjustments

- a) Whether an adjustment is reasonable will be determined in accordance with the [Disability Standards for Education 2005 \(Cth\)](#). This will involve taking into account all the relevant circumstances and interests, including the student's Disability, the nature and duration of the reasonable adjustments based on medical documentation supplied, the effect of the proposed adjustment on the student and on anyone else affected, including the University, staff and other students.
- b) Notwithstanding the above, an adjustment is not reasonable if it would:
 - i. compromise the integrity of the program or course or assessment requirements and processes; or
 - ii. remove or bypass any Inherent Requirements.

2. Provision of Reasonable Adjustments

- a) Students are eligible for Reasonable Adjustments if they have a Disability, temporary injury or an ongoing medical condition.
- b) The University will provide Reasonable Adjustments to eligible students (subject to clause 2c within this policy). Reasonable Adjustments can include, but are not limited to the physical environment, teaching delivery and format and utilisation of assistance equipment.
- c) The University will not provide Reasonable Adjustments to eligible students if they would impose unjustifiable hardship on the University.

3. Implementing Reasonable Adjustments

- a) Prospective and enrolled students should contact Disability Support at their earliest opportunity in order to ensure that Reasonable Adjustments can be made available. Some Reasonable Adjustments need to be organised *prior to* the semester commencing, or may take up to 8 weeks to organise. Continuing students with complex requirements must advise their Disability Advisor of their courses at least 4 weeks prior to the start of each semester or there may be a delay in organising Reasonable Adjustments.
- b) Students must submit a fully completed Verification and Impact Statement to Disability Support or such other documentation as required by Disability Support.
- c) The University may require students to obtain further documentation or assessments confirming the nature of the student's Disability and the measures or actions that are appropriate for the student.
- d) An Access Plan and/or Alternative Exam Arrangements will be prepared by Disability Support in consultation with the student. Disability Support may consult with program co-ordinators or other appropriate faculty staff in order to determine whether a proposed adjustment would be reasonable in accordance with clause 1b of this policy.
- e) In order for Reasonable Adjustments to be negotiated and implemented, students must provide a copy of their Access Plan to relevant academic staff at the start of each semester or within 5 working days of receipt of their Access Plan. Reasonable Adjustments will need to be negotiated in advance, before specific cut-off dates, and in line with individual Program/Course requirements. Reasonable Adjustments will not be provided if the student does not provide a copy of the Access Plan to relevant academic staff within required timeframes unless there are verified extenuating circumstances.
- f) Alternative Exam Arrangements need to be organised in advance for both in-department and end of semester exams. There is a cut-off date each semester for Alternative Exam Arrangements for end of semester exams. Students will need to register with Disability Support and provide supporting medical documentation prior to this date to discuss their requirements.

4. Confidentiality

- a) Information provided to Disability Support regarding the nature of a student's Disability will not be disclosed outside of Disability Support unless:
 - i. the University has reasonable grounds for concern about the health or safety of the student or other persons; or
 - ii. the student gives express consent; or
 - iii. disclosure of the information is required by law; or
 - iv. it is necessary for the University to obtain legal advice.
- b) Information regarding the functional impact of a student's Disability may be included in the Access Plan and shared with University staff solely for the purpose of determining what Reasonable Adjustments can be made to assist the student with their learning, teaching and assessment.

5. Grievances

- a) A student who wishes to appeal a decision made pursuant to the policy should follow the [Student Grievance Resolution Policy](#).

DEFINITIONS

Access Plan refers to the formal written statement prepared by Disability Support which outlines the impact of a student's Disability and the Reasonable Adjustments that will be required by the student to enable equitable access to learning, teaching and assessment.

Alternative Exam Arrangements means a variation to the location, time or conditions of examinations.

Disability has the same meaning as section 4(1) of the [Disability Discrimination Act 1992](#) (Cth).

Disability Support means the University of Adelaide's [Student Life Disability Support](#).

Inherent Requirements are the capabilities, knowledge and skills that are essential to achieve the core learning outcomes of a program or to satisfy curriculum requirements.

Reasonable Adjustments are measures or actions to assist a student with a Disability to participate in learning, teaching and assessment on an equivalent basis to other students that are determined as reasonable in accordance with clause 1.

Student a person enrolled in a University academic program.

Other definitions are as contained in the University [Glossary of Terms](#).

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Policy custodian	Deputy Vice-Chancellor and Vice-President (Academic)
Responsible policy officer	Director, Student Life, Division of Academic and Student Engagement
Endorsed by	Academic Board on 5 June 2019
Approved by	Vice-Chancellor and President on 6 June 2019
Related Documents and Policies	Student Grievance Resolution Policy University's Disability Action Plan 2014-19
Related Legislation	<i>Disability Discrimination Act 1992 (Cth)</i> <i>Disability Standards for Education 2005 (Cth)</i>
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Contact for queries about the policy	Director, Student Life tel: 8313 0890.