

DISABILITY ACTION PLAN 2009-2012

INTRODUCTION

As an education-intensive research institute of international distinction, The ANU is committed to excellence and taking a leadership role. The distinguishing culture of the ANU is one where the notion of discovery pervades all that we do and recognizes that our strength is the sum of the talent and spirit of all of our people. Enabling all staff and students to perform at their best is our guiding principle.

The ANU 2009-2012 Disability Action Plan was developed in recognition that commitment to our people carries with it multiple responsibilities, for example, to give opportunities for staff and students to participate in decision-making; to provide attractive, well-maintained, accessible and safe work and study environments; and to maintain flexible, accessible, responsive and up to date physical and information infrastructures.

The ANU has important legal responsibilities in relation to people with disability including responsibilities under the Commonwealth *Disability Discrimination Act 1992* and other laws of relevance such as those covering privacy.

PAST ACHIEVEMENTS

The following are examples of achievements made under the 2005-2008 Disability Action Plan:

- disability policies and guidelines were reviewed and made more accessible on the ANU website;
- comprehensive audits were undertaken of facilities and services and a disability access committee was established to oversee priorities;
- the Building Requirements Manual was reviewed against guidelines published by the Australian Human Rights Commission;
- disability awareness training was incorporated into induction and staff development programs; and
- substantial improvements were made to assistive technologies and training, with ANU being the first Australian University to make assistive technologies available on all Windows PCs.

NEW DIRECTIONS

The ANU 2009-2012 Disability Action Plan draws upon the information and evaluation activities already undertaken and focuses on:

- continuing to place a high priority on equity and diversity issues through strategic planning processes;
- maintaining improvements to the accessibility of buildings and facilities and reviewing audit priorities at six monthly intervals;
- increasing disability awareness, particularly through more readily accessible training; and
- continuing to improve support services and employment opportunities for students and staff with disability.

EVALUATION

The ANU 2009-2012 Disability Action Plan will be evaluated to ensure that the ANU sustains excellence and sets directions for future action. A Working Party will assess progress and review the Plan against the Government's proposed National Disability Strategy for Australia.

GOALS AND STRATEGIES

A. PLANNING AND POLICIES

Goal A1: Ensure strategic planning processes and administrative systems take the needs of people with disability into account.

Strategy	Responsible officer
(a) Integrate strategies in the Disability Action Plan into broader strategic plans and report on progress to the University Community and Equity Committee.	Director, Human Resources
(b) Work with external organizations to promote disability employment strategies.	Director, Human Resources Director, Student Equity
(c) Collect data from quarterly reports to facilitate planning and resourcing needs.	Director, Human Resources

Goal A2: Ensure policies, guidelines and training support the inclusion of people with disability in the study, research and work environments and are effectively communicated.

Strategy	Responsible officer
(a) Provide on-line disability awareness training for staff and students.	Director, Human Resources Registrar
(b) Review the effectiveness of Reasonable Adjustment Guidelines and Procedures for Managing Disability Discrimination Complaints.	Director, Human Resources
(c) Promote the range of services available to students and staff with disability.	Director, Human Resources Registrar, Division of Registrar & Student Services

B. PHYSICAL ACCESS

Goal B1: Ensure campus buildings and structures are accessible to people with disability by progressively prioritizing and implementing improvements resulting from disability access audits.

Strategy	Responsible officer
(a) Implement priorities within the capital management plans and address infrastructure support issues that arise at short notice.	Director, Facilities & Services
(b) Ensure functions and public events held at ANU are accessible for people with disability.	Vice Chancellor
(c) Establish and maintain a pool of wheelchairs, scooters or other equipment for use by students, staff and visitors with mobility problems to improve access to the whole of campus.	Registrar, Division of Registrar & Student Services
(d) Continually review the placement and availability of parking and drop-off areas to ensure compliance with the disability access audit.	Director, Facilities & Services
(e) Make the Sign Manual available electronically.	Director, Facilities & Services
(f) Continue to provide training to relevant staff in disability access requirements based on best practice.	Director, Facilities & Services

C. INFORMATION ACCESS

Goal C1: Continue to improve the accessibility of information for students and staff with disability.

Strategy	Responsible officer
(a) Monitor and review information access standards for students and staff and benchmark against IARU partner universities.	Pro Vice-Chancellor
(b) In line with its responsibilities as the National University, continue to take a leadership role in the investigation, and where appropriate, implementation of new educative technologies to improve access to study materials for students with disability.	Pro Vice-Chancellor
(c) Ensure that WebCT standards meet or exceed accessibility guidelines.	Pro Vice Chancellor
(d) Enhance digital lecture delivery to include audio, visual and transcript and increase the number of venues from which lectures can be recorded.	Pro Vice-Chancellor Director, ICT
(e) Provide training programs on accessible design for staff involved in the development and publication of digitally delivered information particularly that destined for the web.	Pro Vice-Chancellor Director, ICT
(f) Provide effective support networks and training in assistive technology applications to campus IT support staff.	Pro Vice-Chancellor College Deans Director, ICT
(g) Provide resources to faculties, schools and administrative areas for accessible workstations with appropriate assistive technology.	Pro Vice-Chancellor College Deans Director, ICT

D. STUDY

Goal D1: Provide support to students with disability to encourage their enrolment, participation and retention at ANU.

Strategy	Responsible officer
(a) Increase access to scholarships for undergraduate and graduate students with a disability by providing three additional scholarships for undergraduate students worth \$2,000 per semester for four years and an additional graduate scholarship worth \$4,000 per annum for four years.	Registrar, Division of Registrar & Student Services Director, Endowment for Excellence

Goal D2: Take all reasonable steps to ensure all stages of the learning experience are inclusive of students with disability.

Strategy	Responsible officer
(a) Ensure that texts and reading materials are identified for students six weeks before the commencement of a course to ensure accessible formats can be arranged in time for the start of the course.	College Deans
(b) Ensure courses and program activities including field trips are sufficiently flexible to allow adjustments or choices to accommodate the needs of students with disability and where necessary and possible provide alternative activities as a reasonable substitute within the requirements of the course or program.	College Deans
(c) Staff training to include information about inclusive teaching practices and conduct awareness-raising programs for staff.	College Deans Director, Student Equity

E. EMPLOYMENT**Goal E1: Ensure people with disability are actively encouraged to apply for positions throughout the University and that recruitment processes are inclusive.**

Strategy	Responsible officer
(a) Make information on ANU diversity policies and practices more accessible to work areas.	Director, Human Resources
(b) Develop training modules to provide staff (particularly those with human resource responsibilities and selection panel members) with appropriate training to ensure they are capable and confident when dealing with disability employment matters, including performance management.	Director, Human Resources
(c) Provide guidelines and/or training on job redesign and workplace adjustments for supervisors and staff supporting the employment of a person with disability.	Director, Human Resources

Goal E2: Develop programs/processes to provide casual and ongoing employment opportunities for students and graduates with disability.

Strategy	Responsible officer
(a) Identify graduate positions and casual positions (for example, through <i>CareerHub</i> and the Recruitment Program) suitable for students with disability.	Director, Human Resources Registrar, Division of Registrar & Student Services Director, Student Equity
(b) Provide information about job opportunities and internships (including AEND Step-Up and public service internships) to students with a disability about to compete their degrees.	Director, Human Resources Registrar, Division of Registrar & Student Services Director, Student Equity
(c) Provide mentoring and networking programs for staff and students with disability employed by the University.	Director, Human Resources Registrar, Division of Registrar & Student Services

Goal E3: Seek to recruit and retain staff with disability through reasonable adjustments and support services, and where necessary, training and redeployment.

Strategy	Responsible officer
(a) Develop reasonable adjustment tools and training for supervisors.	Director, Human Resources
(b) Ensure people with disability and carers of people with disability are encouraged to take part in professional development activities and are not disadvantaged in their access to training and development.	Director, Human Resources
(c) Provide information sessions for staff on topical disability issues such as mental health, ageing and disability, communicating with people with disability and recruiting people with disability.	Director, Human Resources

Goal E4: Ensure people with a disability are included in the development of relevant policies and support services.

Strategy	Responsible officer
(a) Develop appropriate consultative processes with staff with disability and encourage networks to facilitate relevant policy development and evaluate the success of disability initiatives.	Director, Human Resources

Members of the Disability Action Plan Working Group:

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