



## Disability Discrimination Policy

*This policy addresses issues in relation to:  
Premises and Buildings 3.4  
Safe and Supportive Environment – Student Welfare 3.6.2*

*(See also Policy on Special Needs)*

### DISABILITY DISCRIMINATION ACT 1992 - SECT 22

#### Education

- (1) *It is unlawful for an educational authority to discriminate against a person on the ground of the person's disability or a disability of any of the other person's associates: (a) by refusing or failing to accept the person's application for admission as a student; or (b) in the terms or conditions on which it is prepared to admit the person as a student.*
- (2) *It is unlawful for an educational authority to discriminate against a student on the ground of the student's disability or a disability of any of the student's associates: (a) by denying the student access, or limiting the student's access, to any benefit provided by the educational authority; or (b) by expelling the student; or (c) by subjecting the student to any other detriment.*
- (2A) *It is unlawful for an education provider to discriminate against a person on the ground of the person's disability or a disability of any of the person's associates: (a) by developing curricula or training courses having a content that will either exclude the person from participation, or subject the person to any other detriment; or (b) by accrediting curricula or training courses having such a content.*
- (3) *This section does not render it unlawful to discriminate against a person on the ground of the person's disability in respect of admission to an educational institution established wholly or primarily for students who have a particular disability where the person does not have that particular disability.*
- (4) *This section does not make it unlawful for an education provider to discriminate against a person or student as described in subsection (1), (2) or (2A) on the ground of the disability of the person or student or a disability of any associate of the person or student if avoidance of that discrimination would impose an unjustifiable hardship on the education provider concerned.*

#### Policy:

The College takes into account the *Disability Discrimination Act* outlined above. These special needs range from: Physical, Intellectual / Cognitive, Interpersonal, Social, Syndrome, Autism and so forth. A special needs child may exhibit a combination of two or more of these characteristics.

- The College aims to integrate these children into the mainstream classroom utilising the support of AISNSW special needs consultants.
- The College will, where necessary, write differentiated programs that accommodate the learning styles and needs of these children.
- To facilitate this, the College may provide some teacher's aide assistance. The level of assistance will be reassessed periodically and will be determined by the level of need.

The College will provide facilities where practical and possible, to meet the physical needs of these children.



### Building Requirements

- Building A provides access to lift, which accommodates the needs of the less abled gaining access to classrooms.
- Administration block has a ramp for access to the school.
- There are disabled car parks located in the Staff Car Park and Parents – Visitor Car Park.
- There are disabled toilets located in Building A (Administration building).

### Procedure

- I. *The Head of Campus or Head of Campus's delegate will meet with the family including the child who has special needs.*
- II. *The Head of Campus or Head of Campus's delegate will determine the impact on the College and the ability to accommodate the child doing so in accordance with the Disability Discrimination Act.*
- III. *The Head of Campus or Head of Campus's delegate will outline to the parents the ways in which the College will intend to support and meet the needs of the child.*
- IV. *The College will convene regular meetings to provide feedback to the parents as to how the College is meeting the needs of the child.*
- V. *The College will encourage an open, honest and friendly dialogue and do everything to ensure the child integrates well into the classroom and is supported by his/her peers.*

### Revision History

| Version | Policy Date  | Review date of policy | Notes                                                                                                              |
|---------|--------------|-----------------------|--------------------------------------------------------------------------------------------------------------------|
| 1.0     | January 2025 | January 2027          | <i>Amendments to this policy will be made based on updated legislative requirements or changes to school needs</i> |