



### Glossary of Terms/Definitions

<b>A Student with a Disability</b>	<p>In the context of this policy, '<i>a student with a disability</i>' means a current or prospective student of St Mary's Coptic Orthodox College with a temporary or permanent disability that:</p> <ul style="list-style-type: none"><li>• Is attributable to a medical condition, a psychiatric condition, sensory, neurological, physical, cognitive or learning impairment or a combination of such impairments (this includes a genetic predisposition to a disability);</li><li>• Results in a reduction of the person's capacity for communication, social interaction, learning or mobility, and;</li><li>• Results in the person requiring reasonable adjustment to access programs provided by SMCOC</li></ul> <p>A disability that is covered by this definition includes behaviour that is a symptom or manifestation of the disability</p>
<b>St Mary's Coptic Orthodox College</b>	SMCOC

### *Staff*

SMCOC recognises that all staff share the responsibility to ensure the rights of students with a disability are upheld. This responsibility extends to all aspects of the college's operations, including:

- Services & facilities
- Admissions
- Access & Participation
- Course design & delivery
- Assessment methodology

### *Students*

In order for SMCOC to adequately fulfill its obligations under this policy, students are required to meet reasonable requests for information and evidence about the nature or existence of a disability.

Students have a responsibility to:

- Register with the College Office if they believe they require support with access, enrolment, participation and assessment
- Investigate and fully understand all academic and practical requirements of the course they hope to undertake
- Abide by SMCOC's Policies and Procedures.

### ***Disclosure***

Although there is no legal requirement for disclosure, SMCOC encourages all students with a disability to provide information relating to the impact their disability has on their capacity to achieve a successful outcome. It is the students' responsibility to contact the College Office once they enrol if they want to receive disability-specific support.

SMCOC recognises that disclosure of disability is privileged information as defined in the *Commonwealth Privacy Act (1988)* and is not to be disclosed to others without the student's or applicant's express permission.

The purpose for disclosure is to:

- Prepare for and/or facilitate the progress of a student through a program.
- Provide access to facilities.
- Assist with statistical information relating to the provision of services.

### ***Admission***

SMCOC will make admission decisions based only on the prospective student's ability to meet the entry criteria of the course, and not on assumptions on what the student can or cannot do.

Admission may be unsuccessful in cases where:

- A student does not satisfy the entry criteria
- The intended measures or actions required for accommodating the student is deemed unreasonable, as it would create unjustifiable hardship

### ***Access and Participation***

SMCOC has a responsibility to ensure students with a disability are able to participate in courses and access the schools services and facilities, on an equal basis to other students. This means that the delivery of academic programs and support services are provided to ensure equity, without subjecting the student to any detriment or discrimination.

SMCOC shall undertake, wherever reasonable, to provide course content and delivery that accommodates, and is accessible by, students with disabilities. In cases where a student has not made reasonable progress in a program, SMCOC shall undertake to complete a thorough review of the reasons for a "not-yet-competent" result, to determine whether other reasonable adjustments could secure competency.

### ***Reasonable Adjustment***

SMCOC shall make reasonable adjustments, where necessary, to ensure students with a disability can participate on equal terms.

The process shall include the following steps:

1. Consultation with the student, family, medical specialists and relevant staff.
  1. Identification of available resources.
  2. Identification of the reasonable adjustment (if necessary).
  3. Making the reasonable adjustment.
  4. Monitor and review adjustment through consultation.

Decisions about the type of adjustment/s undertaken are made on the basis of substantive equality. This means that students with a disability are entitled to receive an education which includes opportunities and challenges comparable with those offered to all students. Changes that involve lowering academic standards or modifying competencies are not considered reasonable adjustments.

When considering whether adjustments are outside the scope of reasonable adjustment or cause undue hardship, SMCOG shall undertake to thoroughly consider all the relevant circumstances and interests, including:

1. The student's disability.
2. The views of the student or his family.
3. The effect of the adjustment on the student, including the effect on the student's:
  - (i) Ability to achieve learning outcomes,
  - (ii) Ability to participate in courses or programs,
  - (iii) Independence.
4. The effect of the proposed adjustment on anyone else affected, including college operations, staff and other students
5. The costs and benefits of making the adjustment.

### ***Harassment***

Harassment is unlawful. In this context, harassment includes actions taken because of, or in relation to, the person's disability, which humiliate, offend, intimidate or distress; or cause, or could reasonably be expected to cause, humiliation, offence, intimidation or distress. It is not necessary for conduct to be persistent or repeated for harassment to occur. SMCOG aims to provide an environment where students with a disability can attend the college without fear of harassment. Harassment includes humiliating comments or actions about a person's disability, such as insults, or comments or actions that create a hostile environment.

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