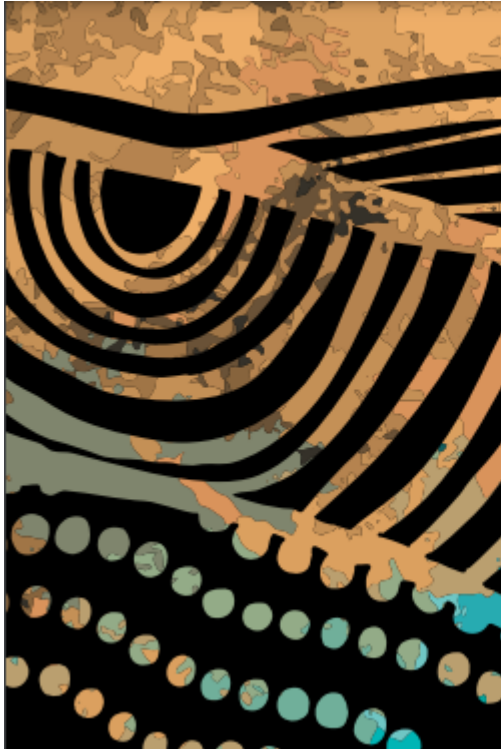




**Flinders
University**

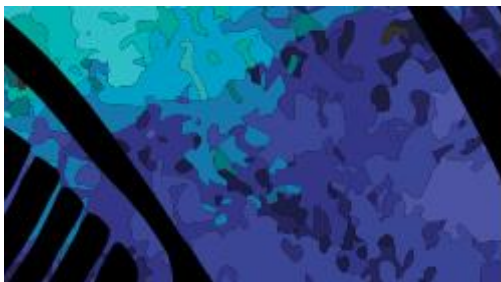
**FLINDERS UNIVERSITY
DISABILITY ACTION PLAN (DAP)
2024 – 2027**

Acknowledgement of Country



Flinders University acknowledges the Traditional Owners of the lands on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the Southeast, First Peoples of the River Murray and Mallee region, Jawoyn, Kurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu people. We honour their Elders and Custodians past, present and emerging.

We also acknowledge and pay respect to the Aboriginal and/or Torres Strait Islander nations from which our students, staff and community are from.



Artwork credit

Elizabeth Yani Close
Pitjantjatjara/Yankunytjatjara, 2020

The artwork both explores Connection to Country and speaks to the Landscape around Flinders University, but it also deeply explores and speaks to the concept of many Aboriginal and Torres Strait Islander people travelling to undertake their studies bringing with them knowledge, wisdom and understanding of their own Language Groups and standing together as one.

Foreword from the Vice-Chancellor

I am pleased to introduce the Flinders University Disability Action Plan (DAP) for 2024 to 2027. As a globally connected higher education institution, we acknowledge the significant social responsibility we bear to lead by example, embrace diversity, and foster equity and inclusion. Our strategic plan underscores our dedication to championing diversity and promoting a vibrant, inclusive, and values-driven community that positions Flinders as the preferred destination for students and staff. The DAP is a critical component of our strategy in this regard.

This latest version of our DAP was crafted through collaboration with various stakeholders, including students and staff, ensuring a comprehensive approach.

The plan outlines four key priority areas that will form the foundation of our efforts to recognise and tackle barriers to equitable participation for individuals living with disability. These areas have been carefully selected to ensure that our actions are strategic, impactful, and responsive to the diverse needs of our community.

I extend my sincere appreciation to all those who contributed shaping this Disability Action Plan. To the Flinders community, I express gratitude for your dedication to fostering awareness, understanding, and support as we endeavour to create a university environment where everyone can realise their full potential.

Professor Colin J Stirling
President and Vice-Chancellor

Introduction

Flinders University's Strategic Plan [Making a Difference: The 2025 Agenda](#) outlines the University's commitment "to Champion diversity and create a vibrant, inclusive and values based community that makes Flinders the destination of choice for students and staff".

The Flinders University Disability Policy (DP) affirms Flinders commitment to providing an environment where students and staff with disability are valued, supported, and encouraged to participate fully and independently in the life of the University. The University is committed to complying with all relevant legislation regarding access and equity for people with disability. This Disability Action Plan (DAP), in conjunction with the Flinders University Disability Policy sets out the University's approach to defining and meeting its obligations and responsibilities under Part 3 of the *Commonwealth Disability Discrimination Act (DDA) 1992* and is lodged with the Australian Human Rights Commission.

The role of the University's Disability and Accessibility Committee (UDAC) is to oversee and monitor the implementation of the DAP by coordinating initiatives across the University and ensuring that the goals and strategies from the DAP continue to be aligned with the University's Strategic Plan. Biannual reports are to be provided to the Vice-Chancellor via the Chair of the Diversity and Inclusion Committee, on the implementation and effectiveness of the DAP and Disability Policy.

The DAP takes account of the associated *Disability Standards for Education 2005*. Universities Australia (formerly Australian Vice-Chancellors' Committee (AVCC)) *Guidelines on Information Access for Students with Print Disabilities* (November 2004) and *Guidelines Relating to Students with Disabilities* (May 2006) which were predicated on the following two key principles:

- (i) that Universities will uphold academic standards such that students graduate with the requisite skills and knowledge associated with the degree conferred; and
- (ii) that Universities provide students with disabilities with the opportunity to realise their academic and social potential and to participate fully in university life.

Definitions

Disability:	The definition of disability adopted by Flinders university is that which appears in the Disability Discrimination Act (1992) and recognises that disability can be visible or hidden, permanent or temporary, genetic or may be acquired as a result of a chronic health condition.
Access:	Refers to the design of products, devices, services, or environments to maximise the ability of all people to access and use them. The concept of accessible design ensures both “direct access” (i.e. unassisted) and “indirect access”, meaning compatibility with a person’s assistive technology.
Reasonable adjustments:	An adjustment is a reasonable adjustment unless making the adjustment would impose an unjustifiable hardship on the person or organisation.

Priority Areas

Flinders will achieve providing an environment where students and staff with disability are valued, supported, and encouraged to participate fully and independently in the life of the University through 4 priority areas:

1. **Leadership and Accountability:** Flinders leaders are committed to achieving the outcomes within the Disability Action Plan (DAP) to ensure compliance with relevant legislation, standards and guidelines for disability.
2. **Culture and Collaboration:** Flinders University will foster a collaborative culture committed to creating a sense of belonging and inclusion for students and staff with disability.
3. **Support for success:** Flinders University will ensure relevant supports are in place to ensure students and staff with disability have the greatest opportunity for success.
4. **Access and Equity:** Flinders commits to providing an accessible built environment, facilities and digital services that are consistent with current best practice guidelines, and comply with Flinders obligations under the relevant legislation, standards and guidelines for Disability.

The 4 priorities are supported by objectives and initiatives, with timelines and responsibilities outlined below.

PRIORITY 1: Leadership and Accountability

Flinders leaders are committed to achieving the outcomes within the Disability Action Plan (DAP) to ensure compliance with relevant legislation, standards and guidelines for disability.

Item	Objective	Initiatives	Due date	Responsibility
1.1	Demonstrated commitment to and accountability for the success and sustainability of the DAP.	Establish a clear accountability and reporting structure to monitor the actions and measures of the DAP.	30 June 2024	University Disability and Accessibility Committee
		Colleges and Portfolios promote initiatives that support inclusivity and accessibility for staff and students with disability.	Ongoing	Vice-President and Executive Deans and Portfolio Heads
		Biannual reports will be provided to the identified governance and reporting structure(s).	Ongoing	Director Student Life Director People and Culture
		Outcomes, actions and achievements of the DAP are promoted to staff and students.	Ongoing	Director Student Life Director People and Culture

PRIORITY 2: Culture and Collaboration

Flinders University will foster a collaborative culture committed to creating a sense of belonging and inclusion for students and staff with disability.

Item	Objective	Initiatives	Due date	Responsibility
2.1	Actively collaborate and consult with students and staff with disability, in the design, development and implementation of disability and inclusion actions to create an inclusive and supportive environment.	Establish focus groups and other suitable mechanisms to enable effective collaboration and consultation on the deliverables within the DAP.	June 2024	Director Student Life Director People and Culture
		An annual calendar of relevant disability and inclusion focussed events and activities is developed and communicated.	April 2024	Director Student Life Director People and Culture
		Raising awareness of mechanisms available for students and staff to provide ongoing feedback and raise issues relevant to disability matters.	June 2024	Director Student Life Director People and Culture
		Recognise and showcase University disability access and inclusion achievements in relevant University communication channels.	Ongoing	Director Student Life Director People and Culture

PRIORITY 3: Support for Success

Flinders University will ensure relevant supports are in place to ensure students and staff with disability have the greatest opportunity for success.

Item	Objective	Initiatives	Due date	Responsibility
3.1	Gain a detailed understanding of needs, wellbeing and experiences to support academic success of students.	Existing student success measuring tools are reviewed and updated to include measures that facilitate effective data collection to support expansion of evaluation, and reporting for, students with disability.	July 2024	Director Student Life
		Develop relevant actions from data collected in student success measuring tools to increase academic success and employability of students with disability.	Ongoing	Director Student Life
		Relevant data is provided to Colleges, Portfolios and the Office of Graduate Research (OGR), to assist in the development of localised strategies and actions to support gaps as identified.	Ongoing	Director Student Life
		Results of College led actions and OGR actions are reported as part of Annual Planning and Accountability Cycle (APAC).	Annually in line with APAC cycle	Vice-President and Executive Deans and Portfolio Heads. Dean Office of Graduate Research

3.2	Promote and provide best practice support services and programs to students with disability.	Develop and implement an annual communications plan which highlights the available supports and services for students with disability.	April 2024 and annually.	Director Student Life
		Establish and maintain a network of qualified Mental Health First Aid support officers for students.	April 2024	Director Student Life Director People and Culture
3.3	Undertake effective data collection to assist in developing mechanisms and initiatives to support staff with disability.	Explore options to enable new staff to disclose disability if they choose to do so, to allow more accurate reporting.	June 2025	Director People and Culture
		Investigate capabilities to identify data for new and existing staff, disability modifications and support requests, to improve reporting capabilities.	June 2025	Director People and Culture
3.4	Develop proactive recruitment and attraction strategies for people with disability.	Launch a campaign to raise awareness of available external funding sources to support staff with disability, including the development of associated resources.	March 2025	Director People and Culture
		Work with People and Culture Recruitment to develop and ensure inclusive attraction strategies are in place for Flinders University.	Ongoing	Director People and Culture

		Develop a clear process to support and provide reasonable accommodation for candidates who indicate they have disability throughout the recruitment journey.	March 2025	Director People and Culture
3.5	Promote inclusivity for staff with disability through targeted training initiatives.	Provide P&C Business Partners with Mental Health First Aid (MHFA) Training.	June 2024	Director People and Culture
		Promote list of qualified MHFA P&C Business Partners via relevant mechanisms for staff.	June 2024	Director People and Culture
		Implement Disability Awareness training as part of the induction process for new staff.	December 2024	Director People and Culture
		Implement Disability Awareness training for all staff, to be renewed every 2 years (subject to the implementation of a Learning Management System).	December 2024	Director People and Culture
		Develop a disability support online training module for staff with student facing roles.	June 2025	Director Student Life Director People and Culture
		Hiring managers and P&C Business Partners receive relevant training on disability awareness, University policies and procedures regarding reasonable adjustments and support for staff with disability.	June 2025	Director People and Culture

3.6	Access plans are developed and effectively implemented for staff with disability, who require reasonable adjustments in their workplace.	Clear process is developed to ensure effective access plans are created for staff who disclose disability.	December 2025	Director People and Culture
		Process is incorporated into Disability Awareness training for staff and supervisors.	December 2025	Director People and Culture

PRIORITY 4: Access and Equity

Flinders commits to providing an accessible built environment, facilities and digital services that are consistent with current guidelines, and comply with Flinders obligations under the relevant legislation, standards and guidelines for Disability.

4.1	Flinders policies, procedures and publications comply with relevant legislation and guidelines.	Policies and procedures are reviewed as required under Flinders Policy Framework and Policy Development and Review Procedures, to provide staff and students with a clear understanding of their rights and responsibilities.	ongoing	Director Student Life Director People and Culture Vice -President and Executive Deans and Portfolio Heads.
4.2	Digital information services are compliant with language and	A guide is developed for Colleges and Portfolios to provide support in the development of digital content to ensure accessibility for staff and students with disability.	December 2025	Web Services

	accessibility requirements and guidelines.	Colleges and Portfolios to review existing digital content to ensure that accessibility aligns with the digital accessibility content guide.	March 2026	Vice-President and Executive Deans and Portfolio Heads
		Explore feasibility to integrate Online Accessibility and Universal Design for Learning training for academic staff into mandatory induction training.	December 2024	Pro-Vice Chancellor (Learning and Teaching Innovation) Director P&C
		Promotion of existing online Accessibility and Universal Design for Learning training for academic staff.	December 2024	Pro-Vice Chancellor (Learning and Teaching Innovation)
4.3	Flinders annual Disability Access Improvement Project Plan (capital works) (DAIPP) development and communication is inclusive.	DAIPP budget is developed and implemented in consultation with relevant disability representatives.	As part of PFD and DDA annual reporting process.	University Disability and Accessibility Committee Director, Property, Facilities and Development
		Key information about proposed capital improvement accessibility projects are published in relevant staff and student communication channels.	Ongoing	Director, Property, Facilities and Development Director, Student Life

GOVERNANCE FRAMEWORK

The Disability Action Plan is underpinned by the broader legislative framework and University frameworks and strategies, policies, and documents and aims to embed the principles of diversity and inclusion into all aspects of business. A summary of these governance instruments is provided below:

University Disability and Accessibility Committee (UDAC) – An internal committee comprising of stakeholders that oversee and monitor the implementation of the DAP.
University Diversity and Inclusion Committee – An internal committee to advance diversity and inclusion for staff and students.
University Consultative Committee -internal consultative committee
Flinders University Enterprise Agreement – link and version dependant on date of ratification and release
Flinders University Equal Opportunity Policy - https://www.flinders.edu.au/content/dam/documents/staff/policies/people-culture/equal-opportunity-policy.pdf
Flinders University Disability Policy – https://www.flinders.edu.au/content/dam/documents/staff/policies/people-culture/disability-policy.pdf
Equal Opportunity Act, 1984 (SA) - https://www.legislation.sa.gov.au/lz?path=%2Fc%2Fa%2Fequal%20opportunity%20act%201984
Disability Discrimination Act 1992 (Cth) – https://www.legislation.gov.au/Details/C2018C00125
Anti-Discrimination Act of 1992 (Northern Territory) - https://legislation.nt.gov.au/Legislation/ANTIDISCRIMINATION-ACT-1992
Disability (Access to Premises – Buildings) Standards 2010 – https://www.legislation.gov.au/Details/F2020C00976
Guideline on the Application of the Premises Standards Version 2, February 2013 – https://humanrights.gov.au/sites/default/files/document/page/PremisesStandardsGuidelineV2.pdf
Disability Standards for Education 2005 –

<https://www.education.gov.au/disability-standards-education-2005>

National Standards for Disability Services –

https://www.dss.gov.au/sites/default/files/documents/05_2021/nsdsfullversion-may-2021.pdf

Australian Human Rights Commission Disability Standards –

<https://humanrights.gov.au/our-work/disability-rights/disability-standards>

GLOSSARY OF TERMS

APAC	Annual Planning and Accountability Cycle
D&IC	Diversity and Inclusion Committee
DAIPP	Flinders Annual Disability Access Improvement Project Plan (capital works)
DAP	Disability Action Plan
DDA	Disability Access Committee
EA	Flinders University Enterprise Agreement 2023 - 2026
FUSA	Flinders University Student Association
IDS	Information and Digital Services
MHF	Mental Health First Aid
P&C	People and Culture
PFD	Properties, Facilities and Development
UDAC	University Disability Accessibility Committee
VPED	Vice President and Executive Dean

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