**University of
South Australia**

# Disability Action
# & Inclusion Plan
# 2025

# Our Commitment

The University of South Australia (UniSA) recognises disability is part of human diversity and aspires to create an inclusive and equitable environment that supports full access and participation in all aspects of the University environment. This plan outlines the University's commitment to improving disability inclusion, in line with equal opportunity and social justice principles.

# Priorities

As a university we will focus on:
- Supporting the inclusion of people with disability in the University community.
- Building confidence in our support of students with disability.
- Removing barriers for staff and members of the University community with disability.
- Co-design, data collection, and improving awareness of disability inclusion within our workforce.
- Disability inclusion education in our workforce.

# Support for disability in our University community

### Through policy settings and procedures
- Continue to implement clear responsibilities and actions that demonstrate commitment to supporting people with disability via:
  - Students with disabilities policy
  - Staff with disability policy

### Through awareness raising
- Participate in and hold events that promote disability awareness and support national disability initiatives.

### Through collective purpose, reducing attitudinal barriers.
- Continue to promote the principles of equity and inclusion in University publications available in a range of accessible formats.
- Ensure all student engagement and University-wide activities are inclusive and accessible.

# For UniSA Students

UniSA offers a wide range of pathways to university, including bridging study through the UniSA College. UniSA provides an inclusive education environment and provides specialised support for students with disabilities. Online resources are provided for all courses through the learnonline system, including lecture recordings. Facilities on each metropolitan campus include adaptive technology suites and multi- access suites.

Access & Inclusion services for students are recognised by students and staff for the ongoing delivery of high quality and sensitive support.

Access & Inclusion services are provided for students with a range of disabilities, including those with mental health and other medical conditions that have the potential to impact on study. All sensitive and personal information collected by our Access and Inclusion team is dealt with in confidence and in line with the University's Privacy Policy.

Services include:
• Development of individual Access Plans.
• Auslan interpreter services.
• Alternative format print material & loan equipment.
• Assistance with academic adjustments such as alternative exam arrangements.
• Advice for teaching staff.

# Focus on building confident support of students with a disability.

### Continually improve accessibility.
• Further promote diversity and accessibility in linkages with secondary schools to assist in the recruitment of prospective students with disabilities.
• Ensure entry pathways at all levels accommodate prospective students with complex and multiple needs.

### Continually improve staff awareness and capacity in supporting students with a disability
• Further develop guidelines for staff supporting/supervising students with disability, particularly:
    • Students in placement/practicum courses.
    • Higher degree by research students.
    • Mental health challenges.
    • Students studying online.
• Include a disability perspective in the Teaching@UniSA and Tutoring@UniSA programs.

### Further develop inclusive teaching strategies

- Improve consistency in the inclusion of the disability perspective in UniSA curricula.
- Establish mechanisms to audit the universal design learning of programs and courses in Program Review policy, utilising available online tools.
- Include components on reasonable adjustments and universal design learning in the Teaching@UniSA program.
- Establish colloquium to inform academics on principles of inclusive design.

### Increase employment opportunities for students with a disability.

- Establish closer collaboration between units providing disability and career services to further improve employment opportunities for students with disabilities.

# For UniSA Staff

UniSA welcomes the wide range of perspectives and opportunities that diversity brings to our staff profile.

By embracing disability inclusion and addressing barriers, our workforce strives to enable the full inclusion and participation of all.

As outlined in the [Staff with disability policy](#) the University will:

- Act wherever possible to remove barriers so that staff with disability can fully and actively participate in all aspects of the work environment.
- Support equal opportunity and the right of staff with disability to work, participate, and apply for employment with the University in an environment free from discrimination.
- Recognise that staff with disability are best placed to understand their own needs and commit to developing supports and removing barriers in partnership with staff with disability.
- Provide the opportunity, and support for staff with disability to participate in decision-making and consultation, especially in matters specific to the needs of staff with disability.

We will support these ambitions by

- Supporting and enabling workplace adjustments.
- Embracing the social model of disability.
- Providing staff with disability inclusion education opportunities.
- Creating a work environment that is open, trusting, and supportive for people with disability.

# Focus on disability inclusion in our workforce.

### Through ensuring accessible workplaces
- Promoting and enabling flexible work practices and workplace adjustments.
- Addressing barriers and committing to identifying positive solutions.

### During recruitment and selection
- Actively seeking to increase the number of candidates who identify as living with disability.
- Continually seek feedback on our processes to ensure we are removing barriers to employment at UniSA.

### At induction
- Encourage new staff to share their disability status and ensure our onboarding process is accessible.
- Ensure staff induction provides disability inclusion education opportunities.

### During the entirety of the employee lifecycle
- Actively engaging with staff with disability to understand and address barriers to inclusion.
  A focus on continuous improvement to ensure that our approaches are inclusive, contemporary, and meet the needs of the University community.

# Focus on disability consultation, data collection and reporting.

### Improve consultation and data collection.
- Ensuring that people with disability are actively engaged, represented, and involved in decision making.
- Review disability data collection processes and ensure it is inclusive and accurately represents our workforce.