

# Disability/Impairment Student Support Policy

***Controlled Document – refer to Intranet for latest version***

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Responsibility: Executive Director Student Success	Date Last Reviewed:
Approval: Executive Director Student Success	Version: 18.1

This policy applies to all UCOL students with a disability/impairment.

## Purpose

To ensure that students with disabilities/impairments have access to support and resources for successful engagement in their learning environment, and are protected from discrimination in the provision of education in accordance with the Human Rights Act 1993. The key principles of accessibility, accommodations and equity will be applied to all students. To provide clarity for UCOL staff, policy and systems on appropriate limits of access (enrolment) by applicants with a disability/impairment where concerns exist for the safety of the student or others.

## Scope

Disability/Impairment Definition:

The New Zealand Disability Strategy states that, “disability is not something individuals have. What individuals have are impairments. They may be physical, sensory, neurological, psychiatric, intellectual or other impairments.” Instead, “disability is the process which happens when one group of people create barriers by designing a world only for their way of living, taking no account of the impairments other people have. For purposes of this policy, impairments includes people with permanent impairments, those with impairments resulting from long or short-term injury or illness, the Deaf community and people with other impairments such as learning disability, neurological or cognitive difficulties, mental illness and other more hidden impairments.

This policy applies to:

- a) UCOL students identified with a diagnosed or confirmed impairment; and
- b) UCOL staff in the course of their work supporting UCOL students with impairments.

Students requiring support due to low literacy and numeracy skills are not within scope of this policy. Some resources including significant individual staffing support may not be available through UCOL due

to the specialist nature of the service and cost. It is expected that the student's support network, government and other community funding support is expected to be deployed at enable participation.

## **Responsibility**

The Executive Director Student Success is responsible for reviewing this policy to ensure compliance with legislation and the New Zealand Code of Practice for an inclusive tertiary education environment for all students with impairments.

The Student Success Advisor (Disability Coordinator) will coordinate and oversee the administration of this policy.

Managers and staff are responsible for ensuring compliance with this policy.

## **Policy Statements**

### **Students**

Applicants will identify a disability/impairment when completing the enrolment form including a health declaration. Applicants may be requested to provide current documentation from an appropriate professional giving evidence of the disability/impairment and a recommendation of appropriate support arrangements relevant to the programme of study being considered.

Where requested by the applicant/student, or required by UCOL, an evaluation of support requirements may need to be completed at least two weeks prior to the commencement of the course/programme to determine the support and resources required to alleviate any substantial disadvantage to the student. Support for students with disabilities/impairments must be reviewed during the course/programme of study for appropriateness and effectiveness.

### **Staff**

Details and the nature of a student's disability/impairment must be kept confidential unless directly relevant to the provision of support and permitted with consent from the student.

The principles of equity and fairness must be upheld ensuring all students are treated with dignity and respect.

## **Relevant Legislation**

- Education and Training Act 2020
- Education Amendment Act 2017
- Human Rights Act 1993
- Health and Disability Commissioner Act 1994
- Privacy Act 1993 (Privacy Act 2020 from 1 December 2020)

## Related Documentation

- [Kia Ōrite – Code of Practice](#)
- [Special Assistance for Examinations/Tests Procedure](#)
- [New Zealand Disability Strategy](#)
- [Students with Disabilities/Impairments Assessments Support Policy](#)
- [Needs Assessment for Students with Disabilities/Impairments Procedure](#)
- Disability Services Guidebook