



Kairos Community College

Disability Anti-Discrimination Policy

Purpose:	The purpose of this policy is to protect students with a disability or students who have an associate with a disability from unlawful discrimination, harassment and victimisation on the basis of that disability	
Scope:	Students and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements	
Status:	Approved	Supersedes: no previous
Authorised by:	Board of Directors	Date of Authorisation: 15 Dec 2014
References:	<ul style="list-style-type: none"> • <u><i>Anti-Discrimination Act 1991 (Qld)</i></u> • <u><i>Australian Human Rights Commission Act 1986 (Cth)</i></u> • <u><i>Disability Discrimination Act 1992 (Cth)</i></u> • <u><i>Disability Standards for Education 2005 (Cth)</i></u>, including Guidance Notes • <u><i>Australian Education Act 2013 (Cth)</i></u> • Kairos Community College Aims and Philosophy • Kairos Community College Disability Procedures • Kairos Community College Anti-Discrimination Policy • Kairos Community College Student Bullying Policy • Kairos Community College Child Protection Policy • Kairos Community College Student Code of Conduct • Kairos Community College Employee Code of Conduct • Kairos Community College Dispute Resolution Policy • Kairos Community College Resolution Procedure • Kairos Community College Privacy Policy 	
Review Date:	Review every 2 years	Next Review Date: 15 Dec 2016
Policy Owner:	Head of School	

Policy Statement

All students at Kairos Community College have the right to learn in an environment free from unlawful discrimination. Kairos Community College will provide a fair and safe learning environment where all students have equal opportunities. In particular, Kairos Community College will ensure that students with a disability are provided with opportunities to realise their potential through participating in education and training on the same basis as other students.

In accordance with relevant law, Kairos Community College is committed, whilst students are engaging in their education, to protecting students with a disability, and students associated with a person where that person has a disability, from both direct and indirect:

- discrimination on the basis of disability; and
- harassment and victimisation on the basis of disability,

In accordance with the relevant law, Kairos Community College will take reasonable steps to prevent unlawful discrimination, including harassment and victimisation, against students on the basis of disability in all facets of education at Kairos Community College including:

- enrolment;
- participation;
- curriculum development, accreditation and delivery; and
- Student support services.

Kairos Community College will make reasonable adjustments that do not cause unjustifiable hardship to ensure this equality of access and participation.

Kairos Community College is committed to responding appropriately should such discrimination, harassment or victimisation occur, including possible disciplinary action. Any instances of disability discrimination, harassment or victimisation should be reported under the Kairos Community College Grievance Resolution Policy

Definitions

- **Disability:** in relation to a person, means:
 - a) total or partial loss of the person's bodily or mental functions; or
 - b) total or partial loss of a part of the body; or
 - c) the presence in the body of organisms causing disease or illness; or
 - d) the presence in the body of organisms capable of causing disease or illness; or
 - e) the malfunction, malformation or disfigurement of a part of the person's body; or
 - f) a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
 - g) a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour;and includes a disability that:
 - h) presently exists; or
 - i) previously existed but no longer exists; or

- j) may exist in the future (including because of a genetic predisposition to that disability); or
- k) is imputed to a person.

To avoid doubt, a disability that is otherwise covered by this definition includes behaviour that is a symptom or manifestation of the disability.

- **Associate, in relation to a person:** includes:
 - a) a spouse of the person; and
 - b) another person who is living with the person on a genuine domestic basis; and
 - c) a relative of the person; and
 - d) a carer of the person; and

another person who is in a business, sporting or recreational relationship with the person.

- **Direct disability discrimination:** a person (the discriminator) discriminates against another person (the aggrieved person) on the ground of a disability of the aggrieved person if, because of the disability, the discriminator treats, or proposes to treat, the aggrieved person less favourably than the discriminator would treat a person without the disability in circumstances that are not materially different.

A person (the discriminator) also discriminates against another person (the aggrieved person) on the ground of a disability of the aggrieved person if:

- a) the discriminator does not make, or proposes not to make, reasonable adjustments for the person; and
- b) the failure to make the reasonable adjustments has, or would have, the effect that the aggrieved person is, because of the disability, treated less favourably than a person without the disability would be treated in circumstances that are not materially different.

For the purposes of this section, circumstances are not materially different because of the fact that, because of the disability, the aggrieved person requires adjustments.

- **Indirect disability discrimination:** a person (the discriminator) discriminates against another person (the aggrieved person) on the ground of a disability of the aggrieved person if:
 - a) the discriminator requires, or proposes to require, the aggrieved person to comply with a requirement or condition; and
 - b) because of the disability, the aggrieved person does not or would not comply, or is not able or would not be able to comply, with the requirement or condition; and
 - c) the requirement or condition has, or is likely to have, the effect of disadvantaging persons with the disability.

A person (the discriminator) also discriminates against another person (the aggrieved person) on the ground of a disability of the aggrieved person if:

- a) the discriminator requires, or proposes to require, the aggrieved person to comply with a requirement or condition; and
- b) because of the disability, the aggrieved person would comply, or would be able to comply, with the requirement or condition only if the discriminator made reasonable adjustments for the person, but the discriminator does not do so or proposes not to do so; and

- c) the failure to make reasonable adjustments has, or is likely to have, the effect of disadvantaging persons with the disability.

Responsibilities

School Responsibilities

Kairos Community College will not unlawfully discriminate, harass or victimise a student on the ground of the student's disability or a disability of any associate of a student. The school acknowledges that its responsibilities are as follows:

- Enrolment - Kairos Community College will take reasonable steps to ensure that a student with a disability is able to seek admission to, or apply for enrolment in, the school on the same basis as a prospective student without a disability, and without experiencing discrimination.
- Participation - Kairos Community College will take reasonable steps to ensure that a student with a disability is able to participate in the courses or programs provided by the school, and use the facilities and services provided by it, on the same basis as a student without a disability, and without experiencing discrimination.
- Curriculum development, accreditation and delivery - Kairos Community College will take reasonable steps to ensure that courses and programs are designed in such a way that a student with a disability is able to participate in the learning experiences (including the assessment and certification requirements) of the course and program on the same basis as a student without a disability, and without experiencing discrimination.
- Support services - Kairos Community College will take reasonable steps to ensure that a student with a disability is able to use support services used by other students of the school in general on the same basis as a student without a disability, and without experiencing discrimination.
- Harassment and victimisation - Kairos Community College will develop and implement strategies and programs to prevent harassment or victimisation of a student with a disability, or a student who has an associate with a disability, in relation to the disability.

Reasonable steps will depend upon the specific circumstances at the time, but may include reasonable adjustments that do not impose an unjustifiable hardship.

When considering an adjustment for a student with a disability, any confidential information provided to Kairos Community College will not be disclosed except for the purposes of the adjustment or in accordance with a lawful requirement, in compliance with the Kairos Community College Privacy Policy.

Student and Employee Responsibilities

All students and employees at Kairos Community College have a responsibility not to engage in discriminatory conduct, including harassment and victimisation, and to uphold the school's policies on these issues.

If students, parents or employees believe that this type of behaviour is occurring in the school, they are able to make a complaint under the Kairos Community College Grievance Policy

Policy Review and Version Tracking				
Version	Date to be Reviewed	Person Responsible	Comments	Date Adopted
1	15.12.16	Mark Cornford	Policy developed	15.12.14