



**2006 - 2011**

**Strategic Implementation Plan**

(Disability Access and Inclusion)

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# foreword

The Disability Access Plan (DAP) and this supporting Strategic Implementation Plan (SIP) have been developed in consultation with students and staff of Murdoch University.

The DAP and the SIP are reflective of our University's policies as well as State and Federal legislation. They act as a reference point and are integral to meeting the corporate mission of Murdoch University for the inclusion of equity and diversity considerations for all people with disabilities or medical conditions in all areas across the University.

The DAP provides the overarching objectives for the University to manage over the next 5 years. The SIP is the working aspect of the access planning process. The SIP addresses six key objective areas, in doing so Murdoch University has strategies for identifying areas for improvement, their remediation and timeline priorities.

I commend the work of the Disability Liaison Officer in preparing the DAP and the supporting SIP and thank the students and staff of Murdoch University for participating fully in the consultation process.

I am confident that the DAP and SIP will greatly assist us in performing our role of supporting students from admission to graduation and into employment.

**Professor John Yovich**  
**Vice-Chancellor**



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# 1.0

# Objective 1

Existing services are to meet the access needs of people with disabilities and or medical conditions.

Specifically Murdoch University will:

- provide current and prospective students and staff with disabilities with the opportunity to realise their individual capabilities for physical, social, emotional and academic development through full participation in Murdoch University.
- ensure access to Murdoch programs for people with disabilities who meet the criteria for admission, and develop appropriate administrative procedures for their enrolment, induction and orientation.

# policy and strategic planning

## Area for Improvement 1.1.1

Murdoch's existing policy and strategic plan for students with disabilities originally did not include the full involvement of staff and students in its development, nor did it include a timeline to meet the strategies. The opportunity for students and staff with disabilities to be consulted regarding the planning and delivery of the disability support program needs to be improved.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
The Vice Chancellor is responsible for ensuring that this Strategic Implementation Plan (SIP) is implemented.	2006 – 2011	Vice Chancellor, Senior Executive Group (SEG)	
The Vice Chancellor will provide the Minister for Disability Services with an annual progress report of the DAP's implementation that incorporates this (SIP).	Annually	Vice Chancellor through the Deputy Vice Chancellor Academic (DVC Academic) Disability Liaison Officer (DLO)	
Revise the Terms of Reference [TOR] for the Advisory Group on Disability - Students and Staff [AGoDSS] - formerly the Disability Working Party, to ensure that it continues to represent people with disabilities and medical conditions. AGoDSS will be enabled to advise the VC/DVC-A through the Student Equity Opportunity and Social Justice Committee [SESJC].	2006	Advisory Group on Disability Students & Staff (AGoDSS) Manager Student Equity Health & Counselling, DLO	

# student outreach and recruitment

## Area for Improvement 1.2.1

Prospective and currently enrolled students with a disability or medical condition are not always aware of the services available and how to access them.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Information about services to be included in all marketing and recruitment material.	Ongoing	Director Prospective Student & Admissions Centre (PSAC) Director Central Student Administration (CSA) Director of Office of Corporate Services (OCS) Web Supervisor	
Support links from web page to be developed.	By December 2006 On going review	AGoDSS Director (PSAC) Director (CSA) Director Murdoch International (MI) Web Coordinator Director (OCS)	
Disability Liaison Officer to be invited to participate in any Open Days, recruitment activities.	As scheduled	Director (PSAC) DLO	

# admissions and enrolment

## Area for Improvement 1.3.1

Enrolment information is not available in alternative formats

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Investigate provision of enrolment forms and enrolment information in alternative formats.	December 2006	Director (PSAC) Director (CSA) Director (MI) DLO Access and Equity Officer (AEO)	

## Area for Improvement 1.3.2

Students with hearing impairments have difficulty accessing information at Student Services

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Provide training to staff on how to use Telephone Relay Service.	September 2006	Director (CSA) Student Services Coordinator DLO and relevant specialist Agency (Australian Communications Exchange -ACE or WA Deaf Society -WADS)	
Provide Deafness Awareness Training for Student Support Staff (DM)	Annually second semester	WADS DLO	

**Area for Improvement 1.3.3**

International students with disabilities are not always identified before enrolment.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
A pre-enrolment screening protocol will be developed and made available to the International Office	December 2007	Director (MI) DLO	
Murdoch to engage in dialogue with other universities about how to effectively support international students who do not identify at the point of application or enrolment	Ongoing	Director (MI) DLO Post Secondary Education Disability Network (PSEDN)	

**Area for Improvement 1.3.4**

Students with disabilities who are women, people of non-English speaking backgrounds, Aboriginal and Torres Strait Islander, or from rural and isolated are doubly disadvantaged.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Students from identified groups to be encouraged to disclose information on Admission form.	Review Feb/Mar and Jul/Aug yearly	Manager, Equity Health & Counselling Aboriginal Student Support Coordinator DLO AEO	

# orientation

## Area for Improvement 1.4.1

Orientation programs presently in place may not meet the needs of all new students.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Develop and implement a Pre-Orientation Program (POP) that supports the transition of students with a disability or medical condition into university	Commencing February 2005 and yearly thereafter	POP Working Committee Chaired by DLO (Including: Manager, Equity Health & Counselling, DLO, AEO, TLC, Careers & Alumni Domestic Student Recruitment Organiser, First Year Experience Coordinator	
Evaluate, through on-line survey, whether the experiences at orientation, together with the information given, are appropriately designed to meet the specific needs of students with disabilities and or medical conditions.	By June each year	DLO TLC	
Evaluate results of survey and articulate into subsequent POPs.	September Annually	POP Working Committee	

# withdrawals

## Area for Improvement 1.5.1

No avenue for establishing why students with disabilities or medical conditions withdraw from studies.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Review of students entering through Enabling programs who have withdrawn from study in the last twelve months to assess quality of supports provided.	June 2005	Manager, Equity, Health & Counselling Academic Transition Coordinator TLC First Year Experience Coordinator	
A University exit survey to be developed incorporating issues relevant to all Equity students.	Review yearly	Director (CSA) Academic Transition Coordinator TLC First Year Experience Coordinator	
Information to be provided to SE&SJ Committee with recommendations for the improvement of retention rates.		Academic Transition Coordinator TLC	

# graduation

## Area for Improvement 1.6.1

Graduation facilities may not adequately provide for the full participation of graduates, staff, community members or family members with disabilities.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Ensure full access for all participants at University graduation ceremonies. To ensure that graduates and/or families with disabilities have equal opportunity to participate in graduation ceremonies.	After each ceremony round	Director (CSA) Director (CCPR) Manager, Examinations and Graduations	



# 2.0

# Objective 2

All buildings and facilities must be accessible to people with disabilities and medical conditions.

Specifically Murdoch University will:

- develop and maintain an accessible and safe physical environment in which all people can participate in University activities and facilities.

# all facilities and services

## Area for Improvement 2.1.1

People with disabilities may not have full access to the campus facilities due to remaining access barriers.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Continue to progress plan to address the barriers and/or issues identified in the 1998 Access Audit.	Beginning 2001 Ongoing monthly review	Commercial Services through input from AGoDSS	
A review of the progress on the 1998 Audit and further complete Access Audit to be undertaken of the entire Murdoch campus (South St, Rockingham, Peel), facilities and amenities.	Report to be completed by September 2006	Commercial Services AGoDSS Manager, Equity, Health & Counselling	

## Area for Improvement 2.1.2

People with disabilities may not have full access to the campus facilities due to remaining access barriers.

- External access

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Identify key areas that need addressing from audit report, allocate time line and resources to ensure that alterations e.g. seating, kerbing, recreation Centre second floor access are completed.	Ongoing	Director (OCS) Commercial Services AGoDSS	Early 2001: done
Review implementation progress.	Ongoing	Commercial Services AGoDSS	

### Area for Improvement 2.1.3

People with disabilities may not have full access to the campus facilities due to remaining access barriers.

- Transport and car parking

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Ensure ACROD parking standards are implemented and maintained.	Ongoing	Director (OCS) Commercial Services Signage Committee	

### Area for Improvement 2.1.4

People with disabilities may not have full access to the campus facilities due to remaining access barriers.

- Signage

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Ensure that appropriate and adequate signage is provided throughout campus.	Ongoing	Director (OCS) Commercial Services Signage Committee AGoDSS	Commenced February 2000

### Area for Improvement 2.1.5

People with disabilities may not have full access to the campus facilities due to remaining access barriers

- Disability access.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Ensure that all new buildings are accessible as per Australian Standards	Ongoing (Review at next Access Audit)	Director (OCS) Commercial Services	
Ensure that all modifications to existing building are maximized for accessibility compliance.	Ongoing	Director (OCS) Commercial Services	
Ensure that the AGoDSS are provided with early access to plans/information about the development of new buildings/facilities or modifications to existing facilities or amenities.	Ongoing as needed	Director (OCS) Commercial Services	
Ensure that all wet and dry laboratories are accessible to people with disabilities and/or medical conditions.	Ongoing (Review at next Access Audit)	Director (OCS) Commercial Services	

### Area for Improvement 2.1.6

People with disabilities may not have full access to the campus facilities due to remaining access barriers.

- Public amenities

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Develop policy and procedures to ensure public amenities are given adequate attention to meet the needs of all people.	Regular reviews ongoing	Director (OCS) Commercial Services	

# emergency procedures

## Area for Improvement 2.2.1

Current documentation and training does not adequately address the needs of people with a disability or medical condition.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Utilising a grant provided through DEST's co-operative projects funding and overseen by the Post Secondary Education Disability Network [PSEDN] - develop an emergency evacuation procedures document that includes the needs of people with disabilities and or medical conditions.	Completed December 2001	DLO PSEDN AGoDSS Commercial Services	.
Articulate this training package into standard Warden initial training and refresher courses	Training Plan to be developed by December 2006	Director (OCS) Commercial Services	

# 3.0

# Objective 3

Information about services and facilities shall be provided in formats that effectively address the communication needs of all people with disabilities or medical conditions.

Specifically Murdoch University will:

- ensure equity for students and staff with disabilities or medical conditions in all aspects of their participation in University life. For students this may include modifying, substituting or supplementing curricula and course work requirements, while at the same time maintaining academic standards. For staff this may include modifying work environments.
- ensure that the policies and practices relating to the provision of support services and access to the resources and benefits of the University do not discriminate against people with disabilities or medical conditions, except where the provision of additional services or facilities would impose unreasonable hardship on the University or breach health and safety requirements.

# curriculum and course work

## Area for Improvement 3.1.1

Unit material and presentation may not address requirements of students with disabilities or medical conditions.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Investigate flexible delivery modalities including online material and iLectures.	Ongoing	DVC (Academic) FLIC Committee	
Where practical ensure that the principles of universal design are incorporated into all new course offerings		DVC (Academic) DLO Educational Development Officer (TLC)	

# information technology

## Area for Improvement 3.2.1

Information, communication services and facilities are not fully accessible to all students and staff.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
To identify how current support and/or technical assistance can be more effective in meeting the needs of students with disabilities or medical conditions.	Review yearly	DVC (Academic) Library DLO Director IT Services Director (CSA)	End 2001: target met

# computing facilities

## Area for Improvement 3.3.1

General computing facilities/laboratories are not at present accessible to all students.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
All computers to have accessibility options available.	End 2008	Library Divisions –Executive Deans Director IT Services	
Accessible stations within each major computing area to be made available where students have additional access needs.	End2007	DVC (Academic) Divisions - Executive Deans DLO	

# library facilities

## Area for Improvement 3.4.1

Library facilities are not presently accessible to all students.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Library Resource room for all campuses to be budgeted for, implemented and maintained.	Ongoing	DLO, AEO South Street, Rockingham and Peel Libraries DVC (Corporate)	Commenced July 2001
A regular forum of key library personnel and Equity staff to be established to cover resources, access, training : issues and supports	Meeting at least three times annually	Senior library representatives from all campuses DLO AEO Copyright Coordinator	Commenced 2005

# web design

## Area for Improvement 3.5.1

Websites are not fully accessible to students and staff with disabilities and/or medical conditions.

Accessibility refers to ensuring that Content is accessible (ie. ensuring that Content can be navigated and read by everyone, regardless of location, experience, or the type of computer technology used).

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Develop mechanism to review and improve existing sites.	Ongoing	DVC (Academic) Director (CSA) Director (OCS) Director IT Services Web Coordinator AGoDSS DVC (Academic) Director (CSA) Director (OCS) Web Coordinator Divisions – Executive Deans Director IT Services	
Web interfaces to new and redeveloped software applications should comply with relevant legislation and University policy, including the MurdochNet Policy, Section 5.4.2. , Accessibility Convention that refers to the W3C Web Content Accessibility Guidelines, and the W3C Accessibility Priority 1 Checklist.	Ongoing	DVC (Academic) Director (CSA) Director (OCS) Director IT Services Web Coordinator	

<p>The preparation of Content to include the use of accessibility evaluation and repair tools with the aim of complying with W3C Web Content Accessibility Guidelines, and in particular, the Priority 1 Checklist. Content that has been audited to display the appropriate W3C logo for the level of accessibility.</p>	<p>Ongoing</p>	<p>Divisions – Executive Deans</p>	
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# 4.0

# Objective 4

All staff providing advice and services shall be aware of and understand the needs of people with disabilities or medical conditions.

Specifically Murdoch University will:

- ensure that these staff undertake disability awareness training so as to enhance service delivery and communication with people with disabilities or medical conditions.
- ensure that all contractors are made aware of their obligations and responsibilities in guarding against action, which may lead to discrimination and harassment.

# all facilities and services

## Area for Improvement 4.1.1

All staff and students are not aware of the needs and rights of students and staff with a disability or medical condition.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Increase the awareness of all staff by providing ongoing training and resources on the needs of people with disabilities or medical conditions	Ongoing	DVC (Academic), Teaching and Learning Centre, Staff Development Human Resources, Staff Development Divisions - Executive Deans DLO	
Develop on-line training resources for students and staff on disability awareness and issues. To be specifically articulated into the Diverse Dialogues program.	December 2007	DVC (Academic) Teaching and Learning Centre, Staff Development Equity & Diversity Officer	
Disability awareness training to be included in all staff induction programs	December 2006	Director Human Resources & Staff Development (HR&SD) Managers, Divisions - Executive Deans	
Disability awareness to be made a component of staff probationary objectives and included in ongoing staff performance reviews.	December 2008	Staff Development Committee, Human Resources, Staff Development	
Disability awareness to be made part of essential Equal Opportunity training.	Ongoing	Teaching and Learning Centre, Staff Development Director (HR&SD) EEO Advisor HR	

**Area for Improvement 4.1.2**

Academic staff are often unaware of their rights and responsibilities in relation to accommodating students with disabilities or medical conditions.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Academic staff training to include information on 'reasonable accommodations', obligations under the State and Federal legislation and disability awareness.	Ongoing	DVC (Academic) Divisions - Executive Deans DLO Teaching and Learning Centre Staff Development	

# academic program delivery and support

## Area for Improvement 4.2.1

Alternative assessment: students and staff are not always clear or aware of how to respond to assignments in alternative formats

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Develop the Equity Quality Assistance Learning (EQAL) plan that a student can provide to an academic when requesting support or consideration.	2006	DVC (Academic) Director (CSA) DLO	
Design & develop a data base supporting the EQAL model	January – June 2006	DLO and ICT333 students	
Provide information and where requested training on the application of EQAL to staff and academics	June – December 2006	Divisions - Executive Deans Deans & Heads of Schools DLO	
Implement the EQAL system as a pilot transition program	Commencing January 2007	DLO & AEO	
Review progress of EQAL	December 2009	DVC (Academic) Director (CSA) DLO	

**Area for Improvement 4.2.2**

Alternative exams and tests: Students with a disability or medical conditions cannot always undertake formal assessment in the standard format

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Review and revise alternative exam procedures and processes.	At completion of examination period each semester	Director (CSA) Manager Examinations and Graduations DLO AEO	

## teaching and learning centre

**Area for Improvement 4.3.1**

Academics need to be provided with the means to address classroom strategies and supports

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
TLC to coordinate training workshops on the principles of flexible delivery and universal design for both new and existing academic staff.	Ongoing	DVC (Academic) Academic Staff Development TLC FLC DLO	

# career counseling

## Area for Improvement 4.4.1

There is a need to assess whether the current services for Career Counseling are meeting the needs of students with disabilities and/or medical conditions.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Actively promote Unit TLC277 –From University to Workplace in all University publications.	Ongoing	DVC (Academic) Graduate Careers Adviser Equity and Diversity Officer Teaching and Learning Centre	
Equity and Diversity Officer to develop strategies to improve employment prospects for students with disabilities and/or medical conditions.	Ongoing	Equity and Diversity Officer Graduate Careers Adviser	

# contracted services

## Area for Improvement 4.5.1

Contract staff are not always aware of Equal Opportunity policy on discrimination and harassment for people with disabilities or medical conditions

- Existing Contracts

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Review contracts issued since July 2005 to ensure all contracted staff [i.e., cleaning and other contractors] are aware of the Equity policy on discrimination and harassment for people with disabilities or medical conditions and through the inclusion of a clause in their contracts alerting them to the policy.	December 2006	DVC (Corporate) Director (OCS) Director Financial Services Director (HR&SD) Divisional Executive Officers	
Report results of review to DVC Corporate by Director Human Resources.	July 2007	Director (HR)	

## Area for Improvement 4.5.2

Contract staff are not always aware of Equal Opportunity policy on discrimination and harassment for people with disabilities or medical conditions.

- New Contracts

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Link to Equal Opportunity Policy to be inserted into new contracts along with other relevant Murdoch policies.	End 2006	Director (HR) EEO Advisor, HR Director (OCS)	

# 5.0

# Objective 5

People with disabilities or medical conditions will be able to participate in public consultations, grievance mechanisms and decision-making processes.

Specifically Murdoch University will:

- establish procedures to raise the awareness of the community (internal and external) to the needs, rights and responsibilities of people with disabilities or medical conditions.
- provide adequate human, financial and physical resources for outreach programs and disability support services, equipment and facilities under the Murdoch Disability Services program.

# all facilities and services

## Area for Improvement 5.1.1

The particular needs of prospective students with disabilities or medical conditions have not always been considered in decision-making processes.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Include publicity about the DAP in the outreach activities.	Ongoing	Director (PSAC) Manager Equity Health & Counselling Equity Projects Officer AEO, DLO	
Include updated FAQ document on Student Equity, Access & Diversity website.	Review annually and update as new legislation and policy is enacted	Director (CSA) Manager Equity Health & Counselling, DLO Equity and Diversity Officer Director (CSA) Director CSA Director CCPR Web Coordinator Director PSAC AGoDSS DLO Equity and Diversity Officer	
Include publicity about participating in the DAP in On Campus and Guild publications, prospectus and on the Web. With alternative formats available to meet individual needs.	Review annually and update as required	DVC (Enterprise and International) Director Murdoch International Director PSAC	
Provide information sessions for prospective students (internal and external) on the available facilities, e.g. Student Village modified accommodation.	Update as modifications etc become available	Divisions – Executive Deans Manager, Equity, Health & Counselling DLO Equity and Diversity Officer	

Provide information regarding access in divisional or school publications.	Review annually and update as required	All sections of the University preparing such newsletters, e.g. Equity Sections, Student Guild, Director PSAC Director CSA Divisional Executive Deans Director CCPR	
Ensure that all Murdoch activities, advertisements, publications and media comments preserve the rights and the dignity of all equity groups, including people with disabilities and/or medical conditions.	Ongoing	Vice Chancellor DVC (Academic)	
Provide adequate financial resources for the maintenance and development of the Murdoch DAP - dedicated funding allotment on an annual basis.	Ongoing	Director, HR - staff DVC (Academic) - students AGoDSS	
Ensure that all Murdoch University stakeholders have the opportunity to comment on the viability of the current grievance procedures in adequately meeting the needs of students and staff with disabilities. Policy to include a timeline for stakeholder	Reviewed Annually		

6.0

# Objective 6

People with disabilities and/or medical conditions shall have equal opportunity in employment practices.

Specifically Murdoch University will:

- enhance the employment of people with disabilities and medical conditions through the provision of inclusive employment practices and continuing staff disability awareness programs.

# human resources

## Area for Improvement 6.1.1

Policy and guidelines for the recruitment and employment of staff need to be revised to ensure that they meet Equal Employment Opportunity Principles.

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Revise policy to ensure that practices are within the guidelines established under state and federal legislation to ensure that people with disabilities are afforded the same opportunities.	Ongoing	Director HR EEO Advisor, HR	
Review existing "Policy on Students and Staff with Disabilities or Medical Conditions employment policy Murdoch university.	March 2008	AGoDSS DLO SE&SJ Committee DVC (Academic)	
Policy to be enacted by Human Resources and other senior Managers.	End 2007	Director HR Senior Management: SEG EEO Advisor, HR	
Include at induction /orientation of new staff.	End 2008	DVC (Academic) DVC (Corporate) Director HR EEO Advisor, HR	
Review relevant policies to meet Equity and Equal Opportunity principles.	End 2008	Director HR EEO Advisor, HR	

# present workforce

## Area for Improvement 6.2.1

Limited follow up has been undertaken with staff who have nominated that they have a disability and/or medical condition on a Workplace Census Data Form

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Human Resources to contact staff that self identify as having a disability and/or medical condition so as to undertake a workplace assessment of needs.	June 2007 Ongoing	OH&S Manager, Human Resources	
Obtain initial staff feedback and then invite interested staff to participate in a longitudinal project reviewing their participation in the workforce.	December 2007	EEO Advisor, HR OH&S Manager	
Monitor staff participation and outcomes for a three-year period.	January 2008 – December 2011	EEO Advisor, HR OH&S Manager	
Compile report with recommendations and provide results to EOSJ Committee.	March 2012	EEO Advisor, HR OH&S Manager	
Recommendations for improvement to be prioritised and implemented.	June 2012	EEO Advisor, HR OH&S Manager	

# student employment access within the university

## Area for Improvement 6.3.1

Increase the avenues within which students with disabilities are considered for appropriate positions

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Equity and Diversity Officer to develop a register for students with disabilities seeking employment within the University and assist students on the register to be considered for positions.	Ongoing	Equity and Diversity Officer	

# recruitment and employment

## Area for Improvement 6.4.1

There is a need to ensure that recruitment and employment practices do not discriminate directly or indirectly against people with a disability or medical condition

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Human Resources to ensure that selection criteria and employment advertisements are inclusive and devoid of Discriminatory language. Members of selection panels must undertake Equal Opportunity awareness training and be made aware of direct and indirect discrimination practices.	Ongoing	Director HR EEO Advisor, HR	

# recruitment and employment

## Area for Improvement 6.4.2

There is a need to monitor employment practices to ensure that there is an increase in the number of people with disabilities employed at Murdoch University

Strategies	Timeline and Evaluation	Responsibility	Progress Indication / Comment
Increase entry-level employment pathways through on the job training opportunities (e.g. work experience placements, work trials, etc).	Ongoing	EEO Advisor, HR	
Ensure that staff with a disability or medical condition are not more disadvantaged by Murdoch University outsourcing or contracting staff. All Tenders and job advertisements will include references to employment for people with a disability or medical condition.	Ongoing	DVC (Academic) DVC (Corporate) Divisions - Executive Deans Senior Managers Director HR EEO Advisor, HR	
Ensure that all staff are provided with reasonable accommodations if required.	Ongoing	Director HR EEO Advisor, HR	



# terms /abbreviations

Access and Equity Officer	AEO
Advisory Group on Disability Students & Staff	AGoDSS
Australian Communications Exchange	ACE
Corporate Communications and Public Relations	CCPR
Deputy Vice Chancellor Academic	DVC (Academic)
Deputy Vice Chancellor Corporate	DVC (Corporate)
Deputy Vice Chancellor Enterprise and International	DVC (Enterprise and International)
Deputy Vice Chancellor Regional Development	DVC (Regional Development)
Director Central Student Administration	Director (CSA)
Director of Corporate Relations and Brand Marketing	Director (CR&BM)
Director Human Resources & Staff Development	Director (HR&SD)
Director Murdoch International	Director (MI)
Director of Office of Corporate Services (OCS)	Director (OCS)
Director Prospective Student & Admissions Centre (PSAC)	Director (PSAC)
Disability Access Plan	DAP
Disability Liaison Officer	DLO
Equal Employment Opportunity Advisor, Human Resources	EEO Advisor, HR
Flexible Learning Committee	FLC
Post Secondary Education Disability Network	PSEDN
Pre-Orientation Program	POP
Senior Executive Group	SEG
Student Equity & Social Justice	SE&SJ
Teaching & Learning Centre	TLC
WA Deaf Society	WADS

