

UTS ACCESS AND INCLUSION PLAN 2015 – 2019

UTS has created an Access and Inclusion Plan reflecting our commitment to moving beyond principles of accommodation, to a culture that celebrates the contributions of people with diverse abilities within our community.

The Plan was developed in partnership with unit directors, resulting in objectives that truly reflect the overall vision of UTS and the particular needs and aspirations of units across the University.

The Plan will be governed by the Equity and Diversity Committee made up of senior leaders across the University, providing legitimacy and influence to its implementation.

With this plan, UTS will continue to progress its commitment to the principles of equal opportunity and social justice. Beyond ensuring equitable and inclusive access to our academic programs, events and services, we will celebrate the unique contributions of people with diverse abilities, harnessing the innovation and excellence inclusion brings to our institution.

This plan has been developed in compliance with the *Commonwealth Disability Discrimination Act 1992 (DDA)*

Focus areas

Learning

UTS will enhance the learning experience of students with diverse abilities, enriching the accessibility and inclusiveness of enrolment, learning and assessment practices.

Access

UTS will ensure all services, facilities and amenities are inclusive, accessible and optimise the experience of students, staff and visitors to UTS.

Employment

UTS will facilitate a diverse and equitable workforce, removing barriers to employment and career development for people with diverse abilities.

Culture

UTS will nurture a culture of inclusiveness and respect, celebrating the value that people with diverse abilities bring to the University.

Objectives

Learning

- Ensure all teaching staff at UTS are aware of UTS's commitment to diversity, access and inclusion of students with diverse abilities, and the means of implementing inclusive practice principles.
- Ensure all teaching staff have an understanding of the needs of students with diverse abilities and how to ensure fair and equitable teaching and assessment for all students.
- Ensure staff are supported to meet the needs of students with diverse abilities, particularly in light of the impact of *learning.futures*.
- Ensure all learning materials are provided in an accessible format and in a timely manner.
- Monitor the development of *learning.futures* to ensure it creates additional opportunities for students with diverse abilities, as well as resolving any risks to optimised inclusion.
- Ensure support services provided by the University are adequately funded and resourced.
- Ensure staff with accessibility responsibilities in addition to their substantive roles are recognised and rewarded.

Access

- Ensure the UTS digital environment is compliant with World Wide Web Consortium (W3C) standards by undertaking regular accessibility audits and rectifying any accessibility issues identified.
- Ensure the physical environment is accessible to all UTS students, staff and visitors.
- Ensure the impact of building works and projects are minimised and accessibility is maintained.
- Ensure all UTS online publishers are provided with information and training on online accessibility.
- Ensure UTS recruitment processes are fully accessible to candidates with diverse abilities.
- Ensure that workplace modifications are accessible, effective and easy to access for all staff.

Employment

- Ensure UTS's attraction and recruitment practices are appealing to candidates with diverse abilities.
- Ensure hiring managers are aware of the benefits of diverse teams and the contribution people with diverse abilities make to creativity and productivity.
- Ensure hiring managers and potential candidates are aware of the flexible recruitment processes that are available at UTS.
- Develop strategic partnerships to support UTS to increase the number of staff with diverse abilities.

Culture

- Incorporate social inclusion, diversity and accessibility into all university-wide strategic planning processes.
- Raise awareness and knowledge of disability and mental health in the UTS community.
- Promote a culture of social inclusion which values diversity, highlighting the contributions of people with diverse abilities.
- Include accessibility criteria into all UTS projects.