**2022-2025**

**DISABILITY ACCESS AND INCLUSION PLAN**

**VC ADDRESS**

**A message from the Vice Chancellor**

We are all enriched when everyone can engage fully in work, study, and community life. This statement is especially relevant for people with disability, who still face a range of environmental and systemic barriers to full participation in society.

Murdoch University’s *2022-2025 Disability Access and Inclusion Plan* builds on work done over many years to ensure students and staff with disability are supported to reach their full potential. The plan ensures we remain accountable and deliver University structures, policies and practices that foster inclusion and encourage and celebrate diversity.

A range of actions are described in this plan which canvas mental health and wellbeing support; improved accessibility in digital and physical environments; and access to appropriate resources, information, and assistive technologies.

It seems fitting that the commencement of Murdoch’s new *Disability Access and Inclusion Plan* coincides with the naming of Paralympian and 15-time grand slam winner Dylan Alcott as 2022 Australian of the Year. As we work to implement this new plan, we can draw inspiration from his purpose to *“change perceptions so people with disability … can get out there and live the lives they deserve to live”.*

As a University with core values of equity and social justice, opportunity, sustainability, and global responsibility, these words resonate and will help guide us in doing more to make Murdoch a place of belonging for all people.

I proudly present to you the 2022-2025 Murdoch University Disability Access and Inclusion Plan.

**Professor Andrew Deeks**

**Vice Chancellor**

**ACKNOWLEDGEMENT OF COUNTRY**

We acknowledge the Whadjuk people of the Noongar nation as the traditional custodians of this country and its waters and that Murdoch University stands on Noongar country. We pay our respects to Noongar Elders past and present and acknowledge their wisdom and advice in our teaching and cultural acknowledge activities

**Contents**

Contents

[1 Our Vision 5](#_Toc108009190)

[2 Inclusivity Statement 6](#_Toc108009191)

[3 Our Institution 6](#_Toc108009192)

[4 Purpose of Disability Access and Inclusion Plan 7](#_Toc108009193)

[5 Consultation process 7](#_Toc108009194)

[6 Federal and State Government compliance 9](#_Toc108009195)

[7 Responsibility 9](#_Toc108009196)

[8 Review and Reporting 9](#_Toc108009197)

[9 Disability Access and Inclusion Plan Objectives 10](#_Toc108009198)

[Objective 1: People with disability have the same opportunities as other people to access the services of, and any events organised by Murdoch University 11](#_Toc108009199)

[9.1 Enhancing mental health and wellbeing 11](#_Toc108009200)

[9.2 Promoting and celebrating student diversity 12](#_Toc108009201)

[Objective 2: People with disability have the same opportunities as other people to access the buildings and facilities of Murdoch University 13](#_Toc108009202)

[2.1 Enhancing accessibility across digital environments 13](#_Toc108009203)

[2.2 Enhancing accessibility across physical environments 14](#_Toc108009204)

[2.3 Providing accessible low stimulation areas 15](#_Toc108009205)

[Objective 3: People with disability receive information from Murdoch University in a format that will enable them to access the information as readily as other people are able to access it 17](#_Toc108009206)

[3.1 Accessible resources to enhance wellbeing and inclusion 17](#_Toc108009207)

[3.2 Enhanced accessible audio-visual facilities 18](#_Toc108009208)

[3.3 MU information is accessible to the public 18](#_Toc108009209)

[Objective 4: People with disability receive the same level and quality of service from the staff of Murdoch University as other people receive from the staff of Murdoch University 20](#_Toc108009210)

[4.1 Promoting awareness of equity, diversity and inclusion 20](#_Toc108009211)

[4.2 Improved student outcomes 20](#_Toc108009212)

[Objective 5: People with disability have the same opportunities as other people to make complaints to Murdoch University 24](#_Toc108009213)

[5.1 Providing accessibility to both staff and students for complaints 24](#_Toc108009214)

[Objective 6: People with disability have the same opportunities as other people to participate in any public consultation by Murdoch University 25](#_Toc108009215)

[6.1 Providing accessibility to Murdoch information 25](#_Toc108009216)

[Objective 7: People with disability have the same opportunities as other people to obtain and maintain employment with Murdoch University 26](#_Toc108009217)

[7.1 Providing optimal employment prospects 26](#_Toc108009218)

[7.2 Attraction and retention of staff with disability 26](#_Toc108009219)

# Our Vision

Murdoch University is guided by the founding principles of:

* Equity and social justice
* Opportunity
* Sustainability
* Global responsibility

Our [strategic plan](https://mu-website-blob.azureedge.net/mu-website/mu-docs/librariesprovider3/default-document-library/murdoch-university-strategic-plan.pdf?sfvrsn=ad304525_15) incorporates our role in the economic and social wellbeing of the many communities we are part of.

As a university we have a mandate to be in the service of society, and this extends to students, staff and visitors with disability.

Established in 1976, Murdoch University’s commitment to Equity and Social Justice, Opportunity, Sustainability and Global Responsibility are visible through our academic, professional and community activities. Murdoch was the second university in Western Australia to provide inclusive education, irrespective of social standing and background. We pioneered access to tertiary education for people from diverse backgrounds through enabling pathway programs. We continue to remain committed to our purpose: to be of service to our communities and apply our creativity, knowledge and determination to making a sustainable difference for current and future generations.

The Disability Access and Inclusion Plan 2022 - 2025 honours our founding principles and has been informed by an inclusive, accessible and collaborative design and consultation process.



# Inclusivity Statement

We want you to feel welcome here at Murdoch. Our University is a socially rich and culturally diverse community where all students and staff can thrive to be their best. It is a place where personal identity, cultural heritage, faith, gender expression, sexuality and ability are respected and celebrated as cornerstones of a vibrant and inclusive learning community.

# Our University

The University has three onshore campuses at Murdoch, Rockingham and Mandurah; and provide transnational education in overseas campuses. Whilst the remit of this DAIP extends to national onshore campuses only, there will be cascading benefits to all campuses, particularly in the online/virtual environment.

The main Murdoch campus covers 227 hectares over hilly terrain with a 15.5 m elevation, which requires ongoing attention, investment and maintenance to continue improving access to buildings, services and facilities, so that we can support thousands of students annually with self-identified disabilities. In 2023, a modern, sustainable and technology enabled building will be opened offering a contemporary and inclusive learning experience with a physical connection from Discovery Way (at rear of campus) to Bush Court, the heart of the Campus.  The building named, Boola Katitjin (Building 360) had the University’s Access & Inclusion Team provide consultation during the design phase to provide insight into how students with a disability engage with their environment

Murdoch’s Access and Inclusion (A&I) team work under to the [*Disability Standards for Education 2005*](https://www.education.gov.au/disability-standards-education-2005) to support students with physical, sensory, mental health, medical, learning difficulties and temporary illnesses. Staff work with students to create Equity Quality Assisted Learning (EQAL) support plans to better navigate their higher education and experiences on campus.

Other areas, including Wellbeing and Equity Projects team and the Organisational Development and Culture team, work to ensure that individuals with disability are acknowledged, included and celebrated, by applying an equity lens to all activities, projects and events and improving awareness around how intersectional identities of staff and students add to the rich and diverse culture and community at Murdoch.

At the time of print, Murdoch had 55 staff members disclosing a disability, 14 of whom are new or returning Murdoch staff in 2021. Representation increased from 1.4% to 2.1% between 2020 and 2022.

Since 2017 the proportion of enrolled students declaring disability also increased steadily, particularly in the last two years, sitting at 14.6% in 2021 with a 2.1% increase from the previous year. With this encouraging figure being above the national average this reenforces Murdoch University’s work to date and to continue our progress to a more inclusive and accessible environment.

# Purpose of Disability Access and Inclusion Plan (DAIP)

The development of the DAIP 2022 – 2025 enabled a strategic approach for Murdoch University to reflect, plan, monitor and evaluate historical, existing and future objectives so that we can continue to provide a safe, accessible, inclusive and equitable physical and digital environment where staff, students and visitors can learn, work and grow.

# Consultation process

Since the University first developed a Disability Action Plan in 2006 we have refined the consultative process by increasing the involvement of key University stakeholders, and highlighting the importance of accessible and inclusive practices, policies and environments. The planning phase of this 2022-2025 DAIP explored actions, timelines and measures with over 25 individuals across more than 12 department areas to understand what was currently underway or planned, in accordance with the seven desired outcomes.

After finalising the first draft, Murdoch’s internal Access & Inclusion team audited the document for accessibility before a public consultation period commenced. Specific feedback about the DAIP was sought, as well as general comments on campus accessibility. Several modes of advertising were used, including:

* An advertisement in the West Australian state newspaper (4th and 6th December 2021)
* MU staff intranet articles and promotion during events relevant to disability for both staff and students
* Direct emails to MU department heads
* Direct emails to numerous disability organisations
* Flyers around campus

People were invited to complete an online survey which asked about general accessibility at Murdoch University which included a direct link to the draft DAIP 2022-2025 For anyone requiring the document in alternative formats, direct office contact details were provided to ensure consultation was inclusive and accessible.

After compiling feedback from the public, staff and students, meetings were arranged with each of the relevant departments to review proposed actions alongside the feedback provided. This enabled us to amend actions where necessary or simply highlight outstanding issues that had not been previously addressed.

The DAIP 2022 – 2025 will be communicated internally via staff intranet articles, student announcements, social media, through the University governance committee structure, at various events that recognise significant days and permanently located on internal and external websites. In addition to online versions, hard copies are available on request via the Access, Wellbeing and Equity Directorate via (awe@murdoch.edu.au). This office is the main contact point for any ongoing issues around accessibility, in addition to online complaints which are handled by the University Secretary.

# Federal and State Government compliance

Murdoch University complies with the Commonwealth Disability Discrimination Act 1992 and the associated Disability Standards for Education Act 2005 which prohibits discrimination on the basis that a person has, or may have, a disability.

The Western Australian Disability Services Act 1993 requires local and state government authorities to develop and implement a current and ongoing Disability Access and Inclusion Plan outlining how we provide equal access to our facilities for people with disability, their families and carers.

The Disability Services Regulations 2013 specifies that the DAIP is communicated in an accessible format to employees and the community.

# Responsibility

Murdoch University’s DAIP is supplied under Part 5, s 28 of the Western Australian *Disability Services Act 1993* and under ss 60, 61, 62, 63 and 64 of the *Commonwealth Disability Discrimination Act 1992.*

The Vice Chancellor is responsible for ensuring that the DAIP objectives are implemented, with opportunities to review and revise on a regular basis.

The University is responsible for providing an annual statement to the WA Disability Services Commission on achievement of our DAIP objectives, and publishing outcomes in our Annual Report.

# Review and Reporting

Murdoch University provides an annual report to the Minister for WA Disability Services Commission.

Any agents and contractors used by Murdoch University, will be advised of the DAIP through procurement/tender documentation.

As for future reporting, along with annual reports to the Minister there will be regular reporting on the progress through the University governance structure to the Equity and Diversity Committee via the Disability Access and Inclusion Advisory Group.

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| Objective 1 | People with disability have the same opportunities as other people to access the services of, and any events organised by Murdoch University |
| Objective 2 | People with disability have the same opportunities as other people to access the buildings and facilities of Murdoch University |
| Objective 3 | People with disability receive information from Murdoch University in a format that will enable them to access the information as readily as other people are able to access it |
| Objective 4 | People with disability receive the same level and quality of service from the staff of Murdoch University as other people receive from the staff of Murdoch University |
| Objective 5 | People with disability have the same opportunities as other people to make complaints to Murdoch University |
| Objective 6 | People with disability have the same opportunities as other people to participate in any public consultation by Murdoch University |
| Objective 7 | People with disability have the same opportunities as other people to obtain and maintain employment with Murdoch University |

# Disability Access and Inclusion Plan (DAIP) Objectives

# Objective 1: People with disability have the same opportunities as other people to access the services of, and any events organised by Murdoch University

## Enhancing mental health and wellbeing

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 1.1.1 Increase Students’ belonging to the university through contribution to development of wellbeing activities | A student focus group is maintained that reflects the diversity in the student community. To inform wellbeing, actions, and activities across the university | Director Access, Wellbeing and Equity | Ongoing from 2021 |
| 1.1.2 Ensure that policies and procedures reflect consideration of accessibility, inclusion and wellbeing factors for both staff and students | Process is developed and implemented that requires the policy/procedure developer to comment on how the document impacts or considers accessibility, inclusion, and wellbeing of the intended audience | University Secretary | Ongoing from January 2021 |
| 1.1.3 Implement range of wellbeing programs and events, using students as partners | Access to and promotional content of wellbeing events is easily attainable and people with disabilities have inclusion in those programs | Director Access, Wellbeing and Equity | Ongoing from August 2021 |
|  | Student Wellbeing and Equity Ambassadors to be recruited to include Student’s with Disability | Director Access, Wellbeing and Equity | August 2021 |
| 1.1.4 Wellbeing success measure will deliver annual employee survey and track wellbeing success measures | Annual survey is accessible digitally and in hard copy upon request.  Digital formats to have accessibility options (as per system capabilities) | Director of People and Culture | December 2022 |
| 1.1.5 Review location, access and signage (physical and digital) to all support services to ensure students can access appropriate and timely support to meet their needs | Audit tool to be developed for Support Services to self-assess accessibility, with reference to diverse student cohorts including that of disability access requirements | Director Access, Wellbeing and Equity | June 2022 |
| 1.1.6 Increase safety within curriculum choices | University position statement and procedure relating to use of Content Warnings within curriculum | Director Access, Wellbeing and Equity | January 2022 |
| 1.1.7 Support and organise programs of physical activities for people with disabilities | The university will partner with external organisations to facilitate sports activities for people with disability | Director of Property, Development and Commercial Services Office | December 2021 |

## Promoting and celebrating student diversity

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 1.2.1 Provide opportunities that celebrate student success and diversity | Student engagement with events allowing physical, digital and promotional accessibility. Having student events that are accessible and inclusive and that reflect the diversity of the university | Director Pathways, Aboriginal Education and Student SuccessAssociate Director, Student Journeys | Ongoing from 2022 |

# Objective 2: People with disability have the same opportunities as other people to access the buildings and facilities of Murdoch University

## Enhancing accessibility across digital environments

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 2.1.1 A new campus wayfinding technology will provide support for staff and students with reduced mobility to navigate accessible travel pathways | Campus Wayfinding tool is accessible and provides current information relating to accessibility (including accessible pathways, alternate routes if equipment is ‘Out of Order')  | Property, Development and Commercial Services OfficeDirector Information Technology Services | January 2023 |
| 2.1.2 Software design principles include Disability Access and Inclusion (DAI) considerations across the Software Development Life cycle  | All new web pages incorporate design elements to ensure disability access factors are a consideration, including pages tested in Reader view, contrast and colour are considered in design, along with general User interface/User Experience considerations and number of “clicks” | Director Marketing, Communications and DevelopmentDirector Information Technology Services | Ongoing from 2021 |
| 2.1.3 Further expansion of the use of Microsoft (MS) Teams will be available to all staff and students allowing for the wider use of accessibility and collaboration features | Utilise MS Teams - has the ability for bring-your-own-device (BYOD) listening, closed captioning, zoom text, change contrast, remote participation, delayed learning and more, including working relationship with MS Teams accessibility department | Director Information Technology ServicesDirector Learning, Teaching and Technology | January 2023 |
| 2.1.4 Deliver a contemporary user experience, providing accessibility, usability and efficiency across learning and working environments for our students and staff | Physical learning spaces (formal and informal) and the digital learning platform will foster collaborative and social learning experiences for our students | Property, Development and Commercial Services Office | Ongoing from 2021 |
| 2.1.5 Monitor, develop, advocate and support digital learning guidelines that provide educators with guidelines and thresholds for delivery in the digital learning environments | Digital learning principles have been developed through consultative process and are published on Intranet.  These provide an accessible tool for Unit Coordinators to self-assess achievement against digital learning principles and who will use digital learning principles as part of Unit Review and learning design process | Director Learning, Teaching and Technology  | Monitoring ongoing from 2021 |

## Enhancing accessibility across physical environments

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 2.2.1 Ongoing and continuing review of Property, Development and Commercial Services Office policies, procedures and design guidelines with reference to accessibility | All relevant Property, Development and Commercial Services Office policies and procedures reflect best practice standards | Director of Property, Development and Commercial Services Office | Ongoing from 2021 |
| 2.2.2 Review quantity and quality of accessible parking spaces  | Annual review of accessible parking bays against best practice standards to reflect demand and location along-side Property, Development and Commercial Services Office policies and procedures around Easy Access Bays | Director of Property, Development and Commercial Services Office | Ongoing from 2021 |
| 2.2.3 Implement a Universal Access Plan across all campuses | A second 5-year capital works program will identify strategies, budgets and priority works to improve accessibility and ensure legislative requirements are met, with progress reported | Director of Property, Development and Commercial Services Office | Ongoing annual review from 2021 |
|  | Murdoch Active and recreation centre will identify and remove potential barriers to accessing the facilities | Director of Property, Development and Commercial Services Office | June 2022 |
| 2.2.4 Property, Development and Commercial Services Office to consult with Access and Inclusion, people with disability, and work areas during the development, design and implementation of new building projects and major refurbishments | All relevant Property, Development and Commercial Services Office policies and procedures reflect best practice standards across the University when considering inclusion and accessibility  | Director of Property, Development and Commercial Services Office | Ongoing from 2021 |
| 2.2.5 Regular review of existing buildings and structures, for areas of access and inclusion improvement | Changes and relocation of the Pop-up Ref to allow easier accessibilityas well as a pilot space with flat plate collaborative learning ahead of Boola Katitjin (Building 360) | Property, Development and Commercial Services Office | February 2022  |

## Providing accessible low stimulation areas

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 2.3.1 As part of MU Building 360, will provide areas more suitable for staff and students that require a reduction in sensory stimulation | Headspace - areas within Boola Katitjin (Building 360) which have little to no digital screens/content to reduce stimulation in these areas | Director of Property, Development and Commercial Services Office | January 2023 |
|  | Academic staff will have accessible collaborative space for office use and quiet zones. | Director of Property, Development and Commercial Services Office | January 2023 |

# Objective 3: People with disability receive information from Murdoch University in a format that will enable them to access the information as readily as other people are able to access it

## Accessible resources to enhance wellbeing and inclusion

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 3.1.1 Provide an accessible platform for students to access education relating to wellbeing; develop individual resilience and skills  | Review current online and hardcopy content to enable access to relevant and accurate information | Director Information Technology Services | June 2022 |
|  | Implementation and ongoing review of Being Well, Living Well online toolkit | Director Access, Wellbeing and Equity | Ongoing from August 2021 |
| 3.1.2 Accessible wellbeing links within Student Portal with multiple formats | Student Portal will have accessible wellbeing equity and inclusion information via minimal links, consistent places, alternative ways of accessing (video and audio) and contrasting colour for readability | Director Access, Wellbeing and Equity Director Marketing and Communications | December 2023 |
| 3.1.3 Provide interactive and curated digital wellbeing content  | Staff online Wellbeing Hub is provided in accessible formats | Director People and Culture | Ongoing from 2021 |

## Enhanced accessible audio-visual facilities

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 3.2.1 Deliver enhanced visual service option for staff and students that have low or no vision and requiring use of a Personal Computer (PC)  | Infrared Hearing Augmentation in all current and future teaching venues that are equipped with microphones | Director Information Technology Services | Ongoing from 2021 |
|  | Users can individually enable 'user preferences' for themselves to meet their accessibility needs and improve the user experience when accessing things such as screen readers and keyboard navigation. This will be activated as part of portal project | Director Information Technology Services | 1. Currently available (fulfiller) In progress for Portal. 2. User/Requestor feature enabled from January 2022 |
| 3.2.2 Explore personalised study support for students, including using predictive analytics and adaptive technologies, and evaluate the success of the use of technology-based supports  | Online study support tools such as Grammarly, Studiosity and online toolkits have been implemented in recent years. Assess uptake of these tools and future technology-based supports by student cohorts | Director Learning, Teaching and Technology | December 2023 |

## Murdoch University information is accessible to the public

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 3.3.1 Ensure the accessibility and suitability of student support services for all cohorts.  | Outreach campaigns delivered to specific cohorts including international, external, access pathway and low Socioeconomic Status (SES) students are accessible and provide information about student support services. | Director Student and Library ServicesDirector of Marketing and communications | Ongoing from 2022 |
| 3.3.2 Improve outreach campaigns and targeted scholarships for non-traditional students and/or educationally disadvantaged groups  | The information and promotional content for scholarships is user friendly and accessible for individuals with disability  | Director Student and Library Services | Ongoing from 2021 |
|  | Future Students program provides relevant information relating to students with disability | Associate director Student Journey | Ongoing from 2022 |
| 3.3.3 Ensuring people with disability are aware of how to obtain information in an accessible format  | Place a statement on the relevant webpages for governance, appeals, complaints and fourth attempts offering the provision of documentation in alternative formats to people with disability, upon request and where possible. | University Secretary | December 2022 |
| 3.3.4 Enhance accessibility of university governance documents | Review the Senate, and Academic Council Statements of Governance Principles to ensure incorporation of the use of accessibility best practice guidelines for governance documents | University Secretary  | June 2022 |

# Objective 4: People with disability receive the same level and quality of service from the staff of Murdoch University as other people receive from the staff of Murdoch University

## Promoting awareness of equity, diversity and inclusion

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 4.1.1 The Access, Wellbeing and Equity services promote awareness of equity, diversity and inclusion for students | Awareness raising events, activities, initiatives, and projects are undertaken to enhance understanding of diversity and inclusion in the wider Murdoch community | Director Access, Wellbeing and Equity | Ongoing 2021 |
| 4.1.2 Deliver a range of resources to ensure staff awareness of responsibilities so that staff and student needs are met in a timely and inclusive manner.  | Identified package of training accessible by all staff relating to staff and student wellbeing and inclusion (from orientation onwards) | Director Access, Wellbeing and Equity Director People and Culture | May 2022 |

## Improved student outcomes

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 4.2.1 Improve the retention and completion rate of undergraduate students from equity groups to equal that of the student cohort overall | Monitor and review student progression and success | Deputy Vice Chancellor Education and Equity | Ongoing from 2021 |
|  | Implement project to review and improve the data set relating to student diversity in order to improve student progression and retention  | Director Access, Wellbeing and Equity | Ongoing from 2021 |
|  | Deliver engaging Orientation, transition and support services in a timely manner, that promote awareness and advice seeking behaviour in new students | Director Student and Library Services | Ongoing from 2021 |
|  | Student Success advisors deliver outreach campaigns to students at risk at any point across the student lifecycle | Director Pathways, Aboriginal Education and Student Success | Ongoing from 2021 |
| 4.2.2 Develop strategy to implement universal design for learning across the curriculum | Universal design for learning implementation strategy is available and based on inclusive stakeholder consultation  | Deputy Vice Chancellor Education and Equity | December 2022 |
|  | Create strategy for implementation of Universal Design for Learning (UDL) | Deputy Vice Chancellor Education and Equity | December 2022 |
| 4.2.3 Enhance digital and peer support information that prepares students for university studies and life at all Murdoch campuses | Co-design information for targeted groups to be shared prior to arrival at University | Director Student and Library ServicesDirector Pathways, Aboriginal Education and Student SuccessDirector Information Technology Services | Ongoing from 2021 |
|  | Deliver an engaging transition to University via “O Week” and other opportunities prior to and post-arrival each semester that helps students connect to their course, the campus and their peers ensuring people with disability have awareness of the campus logistics and any timetabling issues and can access relevant support needed to resolve this | Director Pathways, Aboriginal Education and Student SuccessAssociate Director, Student Journey | Q1 2023 |
|  | Campus tours for new staff and students are planned to take into account, accessibility requirements | Director Student and Library Services Director People and Culture | Ongoing from 2022 |
| 4.2.4  Establish single point for online student support consolidating the range of services available to students, including development of high-quality embeddable study support resources | Single point of online student support is established and maintained | Director Student and Library ServicesDirector Learning, Teaching and TechnologyDirector Marketing, Communications and Development | Monitoring ongoing from 2021 |
| 4.2.5 Deliver a contemporary user experience, providing accessibility, usability and efficiency across learning environments for our students and staff | Quantitative and qualitative feedback gathered via University Experience Survey and internal Unit Surveys | Director Learning, Teaching and TechnologyAssociate Director Strategy, Quality and Analytics | Monitoring ongoing from 2021 |

# Objective 5: People with disability have the same opportunities as other people to make complaints to Murdoch University

## Providing accessibility to both staff and students for complaints

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 5.1.1 Review and improve methods for reporting faults and hazards around the campus and to request property improvement projects | Improved, universal access via a central reporting portal that will allow for feedback and status updates back to the users via the 'Service Now' process | Property, Development and Commercial Services Office | January 2022 |
| 5.1.2 Reviews of complaints and appeals processes to ensure systems and procedures are accessible to all | Embed information about disability support services within communications to students regarding appeals, complaints and fourth attempts by providing links to relevant webpages/services | University Secretary | June 2022 |
|  | Ensure that all students with disability/medical condition are provided with the opportunity to attend appeals, complaints and fourth attempt meetings in a mode that is conducive to their disability/medical condition i.e. online, where possible. Where this is not possible, ensure the availability of a support person | University Secretary | Ongoing 2021 |
|  | Review all complaints, appeals and forth attempts associated webpages to ensure accuracy of information for students with disability/medical conditions | University Secretary | June 2022 |

# Objective 6: People with disability have the same opportunities as other people to participate in any public consultation by Murdoch University

## Providing accessibility to Murdoch information

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 6.1.1 Ensure that all Murdoch activities, advertisements, publications and media comments preserve the rights and the dignity of all equity groups, including people with disability and/or medical conditions | No Murdoch University activities contravene acceptable standards | Director Marketing, Communications and Development | Ongoing from 2021 |
|  | All Murdoch advertisements and publications are provided in an accessible format  | Director Marketing, Communications and Development | Ongoing from 2021 |

# Objective 7: People with disability have the same opportunities as other people to obtain and maintain employment with Murdoch University

## Providing optimal employment prospects

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 7.1.1 Prepare students with real world learning and employability experiences to facilitate smoother transitions to successful careers  | Provide work integrated learning opportunities that are accessible and inclusive for people with disability | Director Learning Teaching and Technology  | Monitoring ongoing from 2021 |
|  | Liaise with industry groups with proactive equity employment strategies to connect students with employment opportunities | Director Student and Library ServicesDirector Learning Teaching and Technology | Liaison ongoing from 2021 |

## Attraction and retention of staff with disability

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| ACTION | MEASURE | PERSON RESPONSIBLE | PLANNED COMPLETION DATE |
| 7.2.1 Review, develop and implement mentoring, networking, coaching and sponsorship opportunities to enhance career development | Ensure any program in place are inclusive of people with disability | Director People and Culture | December 2022 |
|  | University Leadership Group (ULG) will have Key Performance Indicators (KPI’s) relating to equity, diversity and inclusion. KPI’s to include attendance in ULG Inclusion Awareness training series and targets for their staff group's completion of compliance modules related to access and inclusion. | Director People and Culture | December 2022 |
| 7.2.2 Establish partnerships with Disability employment service providers that lead to placements, build awareness and foster a supportive environment for staff with disability | Partnerships are put in place, the number of placements are monitored and support provided for staff who are seeking and are established in this partnership. | Director People and Culture | December 2021 |
| 7.2.3 Understand and enhance the experience of staff with disability | Biennial Equity Diversity Inclusion (EDI) staff survey provides specific insight of the experience of staff with disability and actions are created to address areas requiring development | Director People and CultureDirector Access, Wellbeing and Equity | Ongoing from 2021 |
|  | Update recruitment policies, procedures and related training to promote better understanding of employing staff with diverse backgrounds, including disability. | Director People and Culture | December 2022 |
| 7.2.4 Maintaining compliance with staff training and raising awareness of equal opportunity in the workplace  | All staff to complete compliance modules in line with University requirements (on starting and then every two years) | Director People and Culture | Ongoing and reported through Audit and Risk Committee Quarterly |