

STAFF AND STUDENTS WITH DISABILITY, ONGOING MEDICAL OR MENTAL HEALTH CONDITION

ACTION PLAN 2018 – 2021

Monash University aspires to be a national leader in empowering staff and students with disability, ongoing medical or mental health condition to achieve by providing a safe, accessible and fair environment. We are investing in services that support these staff and students to have a full and enriching experience at Monash, and to be able to take up opportunities and thrive irrespective of their different abilities.

Monash's support in this area spans more than four decades. We have been a proud supporter of access for people with disabilities since the first meeting of the Vice-Chancellor's Advisory Committee for the Handicapped in 1977. We instituted our Disability Service Office in 1991 and published our first Disability Action Plan in 1998. Our established collaborative partnerships between the University Counselling and Mental Health Programs unit with University Health Services, University Security, Monash Residential Services and the Safer Community Unit enable respectful and educated responses to issues when they arise.

The Action Plan will build on existing work and is based on four key focus areas:

1. [Leadership and Governance](#)
2. [Access and Participation](#)
3. [Culture and Success](#)
4. [Innovation and Collaboration](#)

1. LEADERSHIP AND GOVERNANCE

Category	Stakeholder group	Action	Responsibility	Success indicator	Timeframe
1.1 Institutional commitment to cultural inclusion	Students and staff	a. University-wide commitment to institutional policies, strategies and practices to support diversity and inclusion of students and staff with disability, ongoing medical or mental health condition	President and Vice-Chancellor	- Monash Mental Health and Wellbeing Strategy 2018 – 2020 is endorsed	- Nov 2018
			Deputy Vice-Chancellor & Vice-President (Education)	- Monash Accessibility Action Plan is developed and endorsed	- Aug 2019
			Pro Vice-Chancellor (Major Campuses)	- Increase in positive responses to benchmark questions in Staff Engagement Survey about equal opportunity and fairness by staff with disability	- Dec 2020
			Chief Human Resources Officer		
1.2 Leadership and practice informed by data and evidence	Students and staff	a. Collect and analyse data to inform goals, programs and initiatives for supporting students and staff with disability, ongoing medical or mental health condition	Deputy Vice-Chancellor & Vice-President (Education)	- Surveying of students with information used to link students with existing services and inform future inclusive practices	- Ongoing
			Chief Human Resources Officer	- Staff Engagement Survey results are reported by relevant demographic variables	- Dec 2020
				- Data collection tools are accessible for students and staff with disability, ongoing medical or mental health condition	- Ongoing

2. ACCESS AND RECRUITMENT

Category	Stakeholder group	Action	Responsibility	Success Indicator	Timeframe
2.1 Increase demand from talented staff and students	Students and staff	a. Attract and retain students and staff with disability, ongoing medical or mental health condition	Executive Director, Campus Community Division	- Monash's commitment to supporting staff and students with disability is visibly promoted in recruitment and advertising channels and more broadly through Monash media	- Ongoing
			Chief Marketing Officer	- Support grants are available and promoted to support students with disability, ongoing medical or mental health condition	- Ongoing
	Staff	b. Ensure University policies and procedures are maintained and developed to remove barriers to participation	Chief Human Resources Officer	- Monash is recognised as an inclusive employer for staff with a disability, ongoing medical or mental health condition	- Ongoing
2.2 Select for talent and equity	Students	a. Recognise talent and redress educational disadvantage through admissions schemes that support access and participation	Director, Social Inclusion	- Increase in number of students with disability, ongoing medical or mental health condition submitting a SEAS application	- Annually
	Staff	b. Ensure hiring managers are equipped with knowledge of equal opportunity principles, training on unconscious bias and inclusive practices	Chief Human Resources Officer	- Chairs and members of selection panels are knowledgeable of equal opportunity principles and trained in unconscious bias and inclusive practices	- Ongoing

3. CULTURE AND SUCCESS

Category	Stakeholder group	Action	Responsibility	Success Indicator	Timeframe
3.1 Accessibility	Students and staff	a. Ensure online systems and teaching and learning materials are accessible and reasonable individual adjustments are made as required	Chief Information Officer, eSolutions	<ul style="list-style-type: none"> - Students with disability or medical condition can access the full curriculum - ICT's are accessible and usable for staff with a disability or medical condition - Students and staff have a point of contact for accessibility issues 	<ul style="list-style-type: none"> - Ongoing - Ongoing - Ongoing
	Students and staff	b. Ensure campuses, work and teaching spaces and accommodation providers are accessible and reasonable individual adjustments are made as required	Executive Director, Campus Community Division Executive Director, Buildings and Property Division Chief Human Resources Officer	<ul style="list-style-type: none"> - Where practical and possible, furniture, walkways and equipment in work and teaching spaces are accessible and reasonable adjustments are made as required - All staff are informed about the Request for Reasonable Workplace Adjustments Procedure - All new building works and refurbishments are designed in 100 % compliance with the Australian Human Rights Commission Access to Premises Standards - Staff and students have access to free mobility equipment as required - Monash Residential Services are accessible where possible and reasonable adjustments are made as required 	<ul style="list-style-type: none"> - Ongoing - Ongoing - Ongoing - Ongoing
3.2 Education and training	Students and staff	a. Deliver targeted and comprehensive training for students and staff to support an environment inclusive of students and staff with disability, ongoing medical or mental health condition	Pro Vice-Chancellor (Major Campuses) Executive Director, Campus Community Division Chief Human Resources Officer	<ul style="list-style-type: none"> - Increase in number of students and staff across all areas of Monash participating in mental health and disability literacy training - Mental health and disability literacy content is incorporated into University induction programs and supervisor training 	<ul style="list-style-type: none"> - Ongoing - Dec 2019
3.3 Monash graduates are expert, engaged and in demand	Students	a. Provide individualised support for students with disability, ongoing medical or mental health condition	Pro Vice-Chancellor (Major Campuses)	<ul style="list-style-type: none"> - Individual support is available for students with disability, ongoing medical or mental health condition - Specialist disability employment providers and career advisors deliver services for students with disability 	<ul style="list-style-type: none"> - Ongoing - Ongoing

			Executive Director, Campus Community Division	<ul style="list-style-type: none"> - Opportunities and support for career transition of students with disability and ongoing medical conditions are promoted - Increase in percentage of students with disability, ongoing medical or mental health condition continuing pass census date 	<ul style="list-style-type: none"> - Ongoing - Annually
	Students	b. Improve student experience for students with disability, ongoing medical or mental health condition	Executive Director, Campus Community Division	<ul style="list-style-type: none"> - Non-residential college and TeamMONASH communities are accessible to students with disability, ongoing medical or mental health condition - Monash student associations provide support, information and community for students with disability and those who are cares - Increased participation of students with disability, ongoing medical or mental health condition participating in a mobility experience 	<ul style="list-style-type: none"> - Ongoing - Ongoing - Ongoing
			Monash student associations		
			Senior Manager, Study Abroad		
3.4 University culture where diversity is valued and supported	Students and staff	a. Continue to create an environment that builds resilience and facilitates social connections	Vice-President and Deputy Vice-Chancellor (Education)	<ul style="list-style-type: none"> - All students with disability have access to a peer mentor - All commencing undergraduate students have a peer mentor 	<ul style="list-style-type: none"> - Mar 2020 - Mar 2020
			Director, Social Inclusion	<ul style="list-style-type: none"> - Staff with disability report improvement in engagement and workplace experience as measured by the Staff Engagement Survey 	<ul style="list-style-type: none"> - Dec 2020
			Chief Human Resources Officer	<ul style="list-style-type: none"> - Students champion mental health and wellbeing on our campuses through peer-to-peer interactions as part of the Mental Health Champions program 	<ul style="list-style-type: none"> - Ongoing
			Executive Director, Campus Community Division		
	Students and staff	b. Increase awareness and visibility of inclusive practices and services focusing on inclusion of students and staff with disability, ongoing medical and mental health condition	Executive Director, Campus Community Division	<ul style="list-style-type: none"> - Monash hosts and participates in disability and mental health initiatives and events - Vice Chancellor's Diversity and Inclusion Awards program recognises practices inclusive of students and staff with disability, ongoing medical or mental health condition 	<ul style="list-style-type: none"> - Ongoing - Annually
			Director, Social Inclusion		
			Chief Human Resources Officer	<ul style="list-style-type: none"> - Communications approach for disability, ongoing medical and mental health services and wellbeing initiatives is reviewed and developed - External providers and services are promoted on all campuses 	<ul style="list-style-type: none"> - Dec 2018 - Ongoing

Students and staff	c. Promote a safe and respectful community for students and staff with disability, ongoing medical and mental health condition free from discrimination and harassment	Chief Human Resources Officer Executive Director, Campus Community Division Executive Director, Buildings and Property Division	- Increase in awareness of support services and reporting process as evidenced through utilisation - Respect. Now. Always. recommended initiatives are implemented	- Ongoing - Ongoing
Students and staff	d. Offer targeted health services for students and staff with disability, ongoing medical or mental health condition	Executive Director, Campus Community Division	- Students and staff with disability and ongoing medical condition have access to health services on campus - Psychological counselling services available for students and staff	- Ongoing - Ongoing

4. INNOVATION AND COLLABORATION

Category	Stakeholder group	Action	Responsibility	Success Indicator	Timeframe
4.1 Commitment to innovation and excellence	Students and staff	a. Commit resources for continuous research, evaluation, development and innovation of university programs and initiatives targeting students and staff with disability, ongoing medical and mental health condition	Executive Director, Campus Community Division Chief Human Resources Officer	- Ongoing research and evaluation informing the development of programs and initiatives to improve access, participation and success of students and staff with disability, ongoing medical and mental health condition	- Ongoing
	Staff	b. Contribute to academic knowledge on disability, ongoing medical and mental health conditions to inform best practice and improve community understanding of inclusive practices	Senior Vice-Provost and Vice-Provost (Research)	- Ongoing research into disability, ongoing medical and mental health condition that is used to inform future inclusive practices	- Ongoing
	Students and staff	c. Provide leadership and promote disability, ongoing medical and mental health inclusive practices to business and education providers	Vice-Chancellor and President	- Monash is recognised as a leader in equity and diversity	- Ongoing