

Student Disability Discrimination Policy

Student Disability Discrimination Policy

Purpose:	The purpose of this policy is to protect students with a disability, and students who have an associate with a disability, from unlawful discrimination on the basis of that disability.	
Scope:	Students (including prospective) 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 at Men of Business Academy	
Status:	<input type="checkbox"/> Draft <input checked="" type="checkbox"/> Approved	Supersedes: 2024 Student Disability Discrimination Policy
Authorised by:	Executive Manager – Jason Sessarago	Date of Authorisation: 16/05/2025
References:	<ul style="list-style-type: none"> • Anti-Discrimination Act 1991 (Qld) • Australian Education Act 2013 (Cth) • Australian Human Rights Commission Act 1986 (Cth) • Disability Discrimination Act 1992 (Cth) • Disability Services Act 2006 (Qld) • Disability Standards for Education 2005 (Cth), including Guidance Notes · Education (Accreditation of Non-State Schools) Act 2017 (Qld) • Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) • Education (General Provisions) Act 2006 (Qld) • Privacy Act 1988 (Cth) • Men of Business Academy Disability Support Framework. • Men of Business Academy Anti-Discrimination Policy • Men of Business Academy Anti-Bullying Policy • Men of Business Academy Child Protection Policy • Men of Business Academy Student Code of Conduct • Men of Business Academy Employee Code of Conduct • Men of Business Academy Complaints Handling Policy • Men of Business Academy Complaints Handling Procedure • Men of Business Academy Privacy Policy 	
Review Date:	Annually	Next Review Date: 16/05/2026
Policy Owner:	MOB Academy trading as Men of Business Academy – Board of Directors	

Policy Statement

All students at the Men of Business Academy have the right to learn in an environment free from unlawful discrimination. The Men of Business Academy will as far as reasonably practicable provide a fair and safe learning environment where all students are treated with dignity and educated in an inclusive environment that values and encourages participation by all students.

In particular, Men of Business Academy will ensure as far as is reasonably practicable, that students with a disability are provided with opportunities that effectively support them to realise their potential through participating in education, support and training on the same basis as other students. Provided that adjustments do not cause unjustifiable hardship for the school, Men of Business Academy will make reasonable adjustments to ensure equality of access and participation by students with a disability.

In accordance with both the Anti-Discrimination Act 1991 (Qld) and the Disability Discrimination Act 1992 (Cth) which regulate disability discrimination in schools, Men of Business Academy 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
- harassment and victimisation on the basis of disability,

In accordance with both the Anti-Discrimination Act 1991 (Qld) and the Disability Discrimination Act 1992 (Cth) which regulate disability discrimination in schools, the Men of Business Academy will take reasonable steps to prevent unlawful discrimination, including harassment and victimisation, against students on the basis of disability in all facets of education including:

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

Men of Business Academy is committed to responding appropriately should such discrimination, harassment or victimisation occur, including promptly investigating and bringing disciplinary action when warranted against individual employees. Any instances of disability discrimination, harassment or victimisation should be reported under the Men of Business Academy Complaints Handling Policy and Complaints Handling Procedure. Men of Business Academy is committed to eliminating discrimination, harassment and victimisation of students who have a disability.

Men of Business Academy may be required to comply with specific laws or public health regulations in certain circumstances. These regulations may include actions such as isolating a student with a disability, but only when necessary to protect the health and welfare of that student or others. Such actions would be taken in accordance with applicable laws and would not be considered discriminatory unless explicitly required by law.

Definitions

- **Disability:** in relation to a person, means:
 - a) total or partial loss of the person's bodily or mental functions
 - b) total or partial loss of a part of the body
 - c) the presence in the body of organisms causing disease or illness
 - d) the presence in the body of organisms capable of causing disease or illness
 - e) the malfunction, malformation or disfigurement of a part of the person's body
 - f) a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction
 - 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:
 - a. presently exists
 - b. previously existed but no longer exists
 - c. may exist in the future (including because of a genetic predisposition to that disability)
 - d. 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
 - b) another person who is living with the person on a genuine domestic basis
 - c) a relative of the person
 - d) a carer of the person
 - e) 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
- 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
 - 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
 - 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
- 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
- c) the failure to make reasonable adjustments has, or is likely to have, the effect of disadvantaging persons with the disability.

School Responsibilities

The Men of Business Academy will take reasonable steps to ensure not to unlawfully discriminate, harass or victimise a student on the ground of a student's disability or disability of any associate of a student. The Men of Business Academy acknowledges that its responsibilities are as follows:

- Enrolment - the school will take reasonable steps to ensure that a student with disability is able to seek admission to and/or apply for enrolment at Men of Business Academy on the same basis as a prospective student without disability, and without experiencing discrimination.
- Identification - the school will take reasonable steps to identify students requiring educational adjustments, including those with a disability, and consult with parents/guardians to develop an individualised support plan.
- Participation - the school will take reasonable steps to ensure that a student with a disability is able to participate in the courses or programs provided by the Men of Business Academy, 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 - the school 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 a student without a disability, and without experiencing discrimination.
- Support services - the school 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 - the school will as far as reasonably practical 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, all reasonable steps will be taken to ensure any confidential information provided to the Men of Business Academy, is not disclosed except for the purposes of the adjustment or in accordance with a lawful requirement, in compliance with Men of Business Academy's Privacy Policy.

Students, Parents/Guardians and Employee Responsibilities

All students and employees at the Men of Business Academy 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/guardians or employees believe that this type of behaviour is occurring in the school, they are encouraged to make a complaint under the Men of Business Academy's Complaints Handling Policy and Complaints Handling Procedure.

Implementation

Enrolment

To enable the Men of Business Academy to meet the educational needs of each student, parents/guardians are required to complete all questions on the school enrolment form. The utmost good faith requirement forms a condition of enrolment, that the Men of Business Academy is provided with all relevant information to enable determination of resources required to meet each individual student's needs.

As part of the enrolment application, all parents/guardians are be asked to sign a permission/consent form which allows Men of Business Academy to collect information from specialist personnel where applicable who may have information to assist us in meeting the needs of their student. Specialist personnel may include the student's previous school, disability agencies, and medical and allied health professionals. The collection, use and disclosure of information about a student is protected by the provisions of the Men of Business Academy's Privacy Policy. A copy of the school's Privacy Policy can be obtained from the school's website: www.menofbusiness.com.au. The enrolment application includes the privacy statement for parents/guardians to view prior to enrolment.

Meeting Students' Needs – A Phased Approach

As a Special Assistance School designed specifically for boys who have disengaged or are at risk of becoming disengaged from education, Men of Business Academy is focused on effectively mentoring and supporting each student in their journey to become a better man and re-engage them in learning and life through a holistic and personalised, phased approach. With that in mind, Men of Business Academy has designed a systematic and intentional curriculum with in-built adjustments that fosters quality teaching, integrates targeted engagement strategies, and builds real-life connections. To further support students and students with a disability in their journey, additional

individualised adjustments are identified in Phase 1, collated, and used to formulate a student's Individual Education Plan (IEP). Student's Individual Education Plans are then implemented, reviewed regularly and adjusted as required throughout their learning journey.

The level of specialist educational support required by students with disabilities is confirmed through the Individual Education Program (IEP) and Nationally Consistent Collection of Data on School Students with Disability (NCCD). These programs form a data collection and reporting process which prompts the school to identify and understand students with disability, establish expectations of processes and practices, and captures work done to provide personalised learning and support. This program form part of the Needs Assessment and includes the collection of information from parents/guardians and consultation with specialist personnel, if appropriate.

The collation of this information assists to determine the student's need for adjustments to:

- planning
- teaching and learning
- curriculum
- communication
- social participation / emotional wellbeing
- assessment
- reporting
- extracurricular activities
- learning environment, infrastructure and access
- resources
- health and personal care
- safety

Based on the information gathered, the principal or delegated employee will make a preliminary assessment of a student's support needs, and the school's ability to meet these needs. At this time the principal or delegated employee, will meet with the parents/guardians to discuss the outcomes of the information gathering process and to present the educational program the Men of Business Academy can offer.

This discussion may involve:

- the student, if appropriate
- special education advisers
- agency representatives
- therapists, counsellors, other professionals
- an advocate
- an interpreter

In the unfortunate event enrolment cannot proceed because parents/guardians form the view that the Men of Business Academy cannot meet the student's needs, or the school can demonstrate that the enrolment will cause unjustifiable hardship, the school will as far as reasonably practical, assist in providing advice on alternative options.

Post Enrolment: Individual Education Plans (IEPs)

Once a student has commenced at Men of Business Academy a delegated staff member will work with a student one-on-one to create their IEP based upon the information obtained through Phase 1. During semester one, parents/guardians will then be requested to meet with a delegated staff member to discuss and review their student's Individual Education Plan (IEP). During semester two, parents/guardians will be invited to schedule a time to review and discuss the progress of their student and if required, update their student's IEP. By working collaboratively with parents/guardians, Men of Business Academy strives to develop valuable partnerships with key stakeholders including teachers, families, students and relevant professionals to optimise the outcomes of all students.

Post Graduation: MOB Alumni Program

At MOB Academy, we're more than a school, we're a family. A place built for young men who've often felt overlooked, disconnected or like they didn't fit in anywhere else. Many of our students arrive at MOB having disengaged from education entirely, carrying heavy stories and without the kind of steady support that every young person deserves. From the moment they walk through our doors, we make it clear: they belong here. And that sense of belonging doesn't end when they graduate.

Unlike other schools, MOB Academy's Alumni Program is about more than just staying in touch after graduation. Our Alumni Program is about continuing the journey together and supporting all students in their transition into the real world from work, training, tertiary study and even becoming a first-time dad and creating their own families. Each term, we host casual catch-ups with past students to check in, reconnect, and offer support as they navigate life after school. Through this program, alumni get access to pathway opportunities, mentoring, wellbeing support, and the chance to stay involved in the MOB community and pay it forward. Whether they're working, studying, or figuring things out, we're here to back our student for as long as they need. Once a Mobster, always a Mobster!

Reporting

Any breach of this policy should be reported immediately to the Principal who:

- is available to answer questions about this policy or about what constitutes behaviour that might breach this policy.
- can discuss concerns and assist understanding of the rights and options under the policy.
- can provide support to resolve concerns in a manner appropriate to the nature and seriousness of the matter.

Consequences for Breach of This Policy

Once reported, allegations breaching this policy will be investigated by the Men of Business Academy, so far as is reasonably possible:

- on a confidential basis;
- in a timely way; and
- in a fair and impartial manner, ensuring a person who makes a complaint will not be victimised.

Any breach of this policy, and therefore a breach of the Men of Business Academy Student Code of Conduct or Staff Code of Conduct will result in disciplinary action, up to and including termination of enrolment or employment. If a person is found to have raised a false or malicious complaint against another person in order to prejudice that other person, they may be subject to appropriate disciplinary action.

Where a person is alleged to have breached anti-discrimination legislation, it is also possible that legal action could be taken against them personally.

Compliance and Monitoring

As outlined in the Men of Business Academy's Complaints Handling Policy, Complaints Handling Procedure and Disability Discrimination Policy, complaints can be lodged in writing or via email, and can be discussed by contacting the School and arranging an appointment with the Principal.

The school website: www.menofbusiness.com.au has a specific feedback button which anyone can use to provide written feedback or complaint. Additionally, feedback or complaints can be provided in writing to the Principal:

- Phone (07) 5613 2093
- Email: principal@menofbusiness.com.au
- In-person (by appointment only)

For further details regarding the submission, recording, confidentiality and resolution of Disability Discrimination complaints, please refer to the Men of Business Academy's Complaints Handling Policy and Complaints Handling Procedure.