

Understanding Reasonable Adjustment

As defined by the Disability Discrimination Act 1992, 'reasonable adjustment' relates to a measure or action taken by an education provider to assist a learner with a disability. This means, by law, an RTO is obliged to provide the following so that all learners may be able to participate in training:

- Flexibility in course activities
- Additional support where necessary (taking into account an individual's specific needs)
- Reasonable substitutes within the overall course context for learners who cannot participate

What is Reasonable Adjustment?

Reasonable adjustment refers to measures or actions taken by an education provider to assist learners with disabilities. It ensures that all learners, regardless of their disabilities, have the opportunity to participate in training. Reasonable adjustment does not compromise the integrity or validity of the unit of competency and its requirements. Examples include:

- Allowing verbal responses to assessment questions for learners with writing disabilities.
- Providing specialised computer software for visually impaired learners to convert text to audio.
- Modifying the learning environment to ensure accessibility for learners in wheelchairs.

Reasonable adjustment plays a crucial role in promoting equal access and participation in training for learners with disabilities. RTOs must implement assessment systems that align with the Principles of Assessment and ensure the provision of reasonable adjustments. By striking a balance between compliance and flexibility, RTOs can fulfill their obligations and empower learners with disabilities to engage fully in training and assessment activities.

Legislation and Obligations of RTOs

There is a range of legislation that applies to the concept of allowing equal access and participation in learning, including: Equal Opportunity Act 2010, Disability Standards for Education 2005, Commonwealth Disability Discrimination Act 1992, and the Standards for RTOs 2015.

Clause 1.8 of the Standards for RTOs 2015 highlights the importance of implementing an assessment system that aligns with the Principles of Assessment. This includes the application of "reasonable adjustments" to accommodate the individual learner's needs, as stated in the Users' Guide to the Standards for RTOs 2015.

RTOs are legally obligated to provide reasonable adjustment to facilitate equal access and participation in training. Flexibility in course activities should be offered to accommodate learners' specific needs and additional support should be provided where necessary, considering the individual's requirements. Reasonable substitutes within the overall course context should be offered for learners unable to participate fully.

RTOs must strike a balance between providing quality, compliant training and assessment and meeting the obligations of reasonable adjustment. Maximum participation of learners with disabilities should be ensured while maintaining the integrity of training and assessment. Operational policies and procedures should be established to identify, assess, and respond to situations requiring reasonable adjustment.

Note: This VET Fact Sheet provides general information and should not be considered as legal advice.