

Reasonable Adjustment and Disability Support Policy

Provider	The Bright College RTO 45752 CRICOS 03945D
Campus	Level 2, 440 William Street, Perth WA 6000
Policy version	3.1
Regulatory review	15 September 2026
Applies to	All applicable domestic and international students
Policy owner	CEO / Academic Manager
Next review	15 September 2027

Regulatory framework

- National Vocational Education and Training Regulator Act 2011 (Cth).
- National Vocational Education and Training Regulator (Outcome Standards for Registered Training Organisations) Instrument 2025 (effective for RTOs from 1 July 2025).
- Disability Discrimination Act 1992 (Cth).
- Disability Standards for Education 2005 (current compilation from 1 August 2026).
- Racial Discrimination Act 1975 (Cth).
- Sex Discrimination Act 1984 (Cth).
- Age Discrimination Act 2004 (Cth).
- Equal Opportunity Act 1984 (WA).

1. Purpose

To ensure students with disability can access and participate in education on the same basis as students without disability, through timely consultation and reasonable adjustment, while maintaining the integrity of training-product and assessment requirements.

2. Request and identification

- Students may disclose a disability or request support before enrolment or at any time during study.
- The College may also invite a student to discuss support where a barrier is apparent, without making assumptions about diagnosis or capability.
- Only information reasonably necessary to assess/support the request should be sought.

3. Consultation and decision

- The College will consult the student about the effect of the disability, barriers to participation and possible adjustments.
- When deciding whether an adjustment is reasonable, the College will consider the student's needs, educational requirements, effectiveness, safety, impacts on others, cost/resources and any unjustifiable hardship considerations under law.

- Adjustment must not remove an inherent/training-product requirement or change the competency standard being assessed.
- Where a requested adjustment cannot be provided, reasons and viable alternatives will be explained.

4. Examples

- accessible learning materials or assistive technology;
- additional time/rest breaks where appropriate;
- alternative format or method that assesses the same required skills/knowledge;
- accessible room/seating or modified timetable where practicable;
- support person/interpreter arrangements where appropriate and consistent with assessment authenticity.

5. Implementation, privacy and review

Approved adjustments must be communicated to relevant staff on a need-to-know basis, documented in the student record and reviewed if needs or course requirements change. Disability information is confidential and handled under the Privacy Policy.

6. Complaints and appeals

A student may seek review of an adjustment decision through the Complaints and Appeals Policy and retains rights under disability-discrimination law.