

Pathways 6 Conference 2002 Becoming disability confident

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ABSTRACT

Employers Making a Difference (EMAD) and the Australian National University (ANU) have entered into a collaborative agreement to assist the University in their journey to becoming a disability confident organisation. Initially this is a 12-month program which commenced in March 2002.

Through this partnership with EMAD, the University expects to achieve cost-effective implementation of its Disability Action Plan, and the further development of a culture of inclusion. Specifically, an EMAD disability 'manager' will operate out of the ANU's Human Resources section to provide the University with the following:

- placement of people with a disability in positions across the University;
- advice and support on adjustments and accommodations;
- development of enterprise specific enabling tools;
- training for recruitment staff;
- training and help-desk support for supervisors, managers and co-workers;
- job design and development;
- review of policies and processes pertinent to disability access.

Through this partnership the ANU aims to increase the number of people with a disability employed as both academic and administrative staff while becoming increasingly competent and confident in communicating effectively with staff and students with a disability. By increasing the skill level of staff and assisting them to relate to, and accommodate, students with a disability, an enhanced experience of tertiary study will follow.

This paper will report on the enterprise some 9 months in, from both the perspective of the ANU as well as EMAD.

For additional information about EMAD and its work with other Australian Organisations , see its website at: <http://www.emad.asn.au>

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