



UNSW
SYDNEY

Disability Inclusion Action Plan

2026 to 2029



Easy Read

www.unsw.edu.au

About this plan



UNSW
SYDNEY

The **University of New South Wales** made this plan.

We will say **UNSW** for short.



This information is about our **Disability Inclusion Action Plan**.

We will say **plan** for short.



The plan says what UNSW will do to be more **inclusive** for people with disability.



Inclusive means everyone can take part in things at UNSW.

The 4 main areas in the plan are



1. Making UNSW a place where all people are welcome



2. Making the places at UNSW easy for people to get to and join



3. Making inclusion part of how we work



4. Being leaders in **research** about disability inclusion.



Research is when we look into something to find out more about it.

How we made this plan



We talked with many people to make this plan.



People with disability took part in each step to make the plan.



We listened to staff and students with **lived experience** of disability.



Lived experience means you know about something because you have been through it yourself.



We used research and ideas from students and staff to decide what to do.



We will keep asking staff and students what they need.



We will listen to people about the plan and check if we are doing these things.

Area 1 is Making UNSW a place where all people are welcome



We want all students and staff with disability to feel welcome at UNSW.



We want everyone to be treated in a fair way.



We will make sure everyone can join the things we do.



We will make Easy Read information for staff training.



We will use **universal design for learning** when we train our staff.

We will say **UDL** for short.



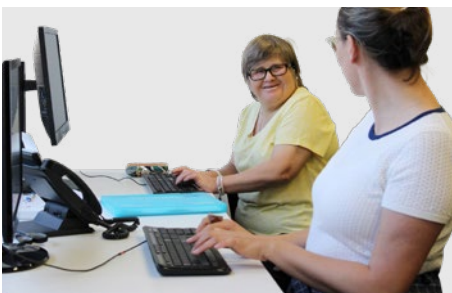
UDL means we make learning work for many different people.



We will support staff with disability to learn new skills.



We will make it easier to get **workplace adjustments**.



Workplace adjustments are changes at work so you can do your job.



We will keep more information on things like workplace adjustments.



This is so you do not have to tell us many times what your needs are.



We will set up a **Disability Employee Network** for staff.

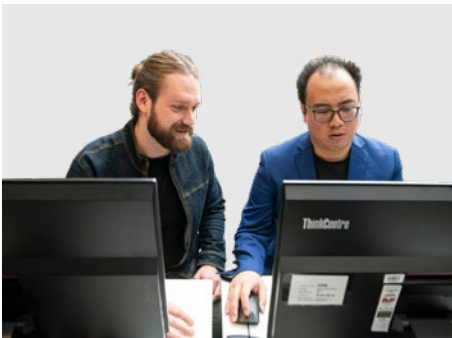


This supports staff with disability to

- Work together on UNSW projects
- Meet new people.



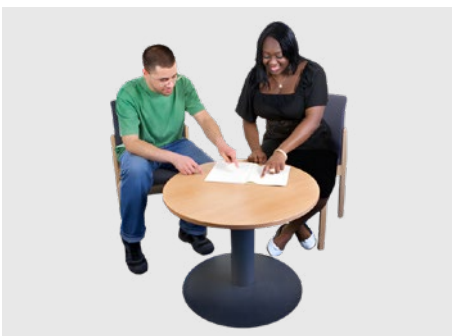
We will take away things that stop more people with disability working at UNSW.



We will support them well so they stay working at UNSW.



When we choose new staff at UNSW we will teach them how to be fair to all people.



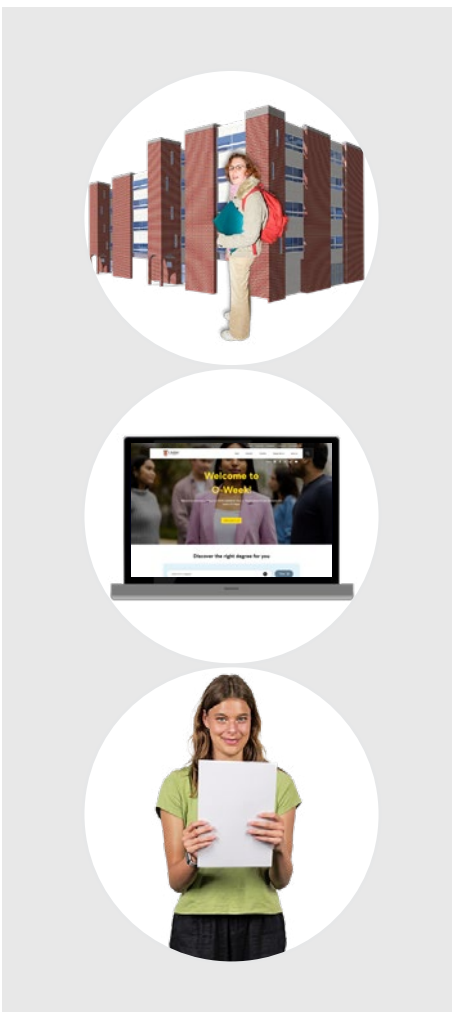
We will look at the ways students can get into UNSW.



We will find out what makes it hard for students with disability to start coming to UNSW.



We will make sure programs that help students before starting at UNSW are **accessible**.

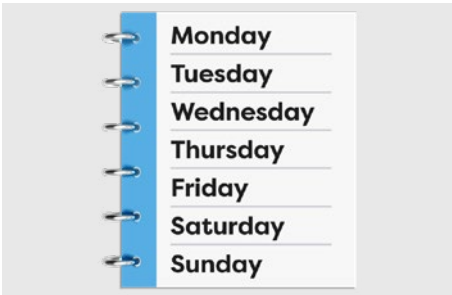


Accessible means that everyone can use the

- Places at UNSW
- Websites
- Different types of information.



We will make **orientation week** easier to join.



Orientation week is the first week a student events starts at UNSW.



We will make other important student events easier for everyone to join.



We will work with **Arc** to make our student events accessible and inclusive.



Arc is the UNSW student group that runs clubs and events.

We will have things that support students with disability like



- **Social stories**



- Training for our staff about the **hidden disabilities sunflower**.



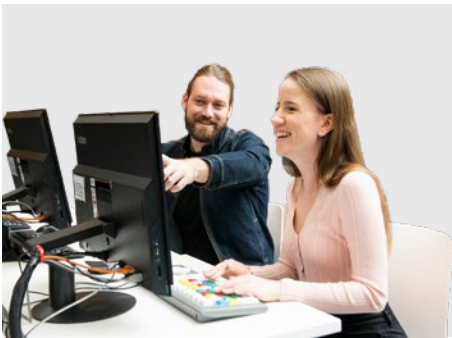
Social stories show the steps in what will happen when you do something.



The **hidden disabilities sunflower** is something people wear to show they may need more time or support.



We will make a guide for making **placements** more accessible.



Placements are when students spend some time at workplaces to learn new skills.



We will make the support better for students on placements.



We will make the support better for students who are doing research.



Staff will be given better guides to support students with disability in classes.



We will collect better information on what studying is like for people with disability at UNSW.

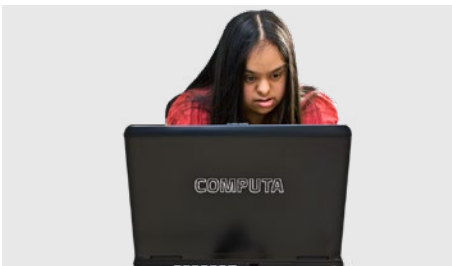
Area 2 is making the places at UNSW easy for people to get to and join



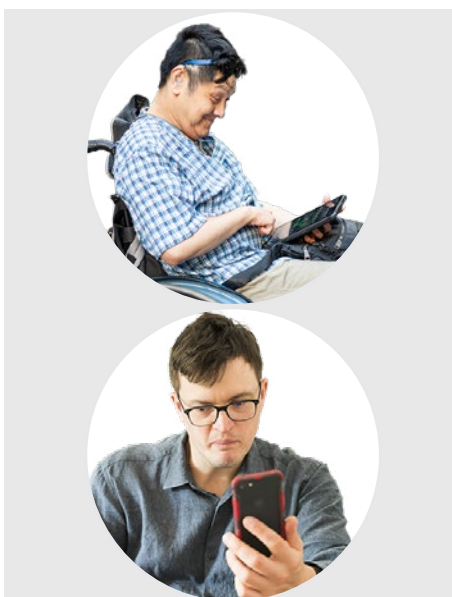
We want all places at UNSW to be accessible.



We will make sure our website is easy to use and understand.



We will add **assistive software** for staff and students.



Assistive software is tools like

- Screen readers
- Voice to text so people can speak and have their words written down.



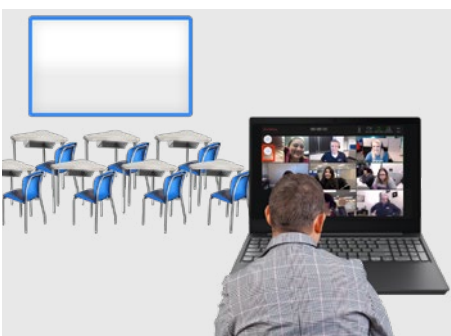
Each year we will check the way we do things to make sure we follow the rules.



When we buy new things or use services we will make sure everyone can use them.



We will ask companies how they make sure everyone can use the things they are selling us.



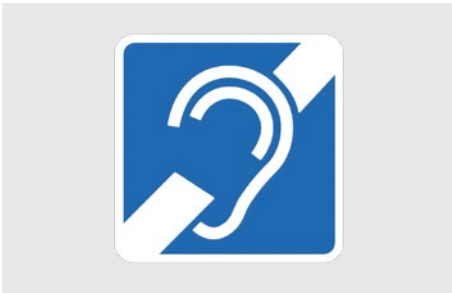
We will have rules to make online or in person events accessible.



We will tell more people about the
Accessible and Inclusive Events Hub.



The **Accessible and Inclusive Events Hub**
is where we have information about how to
be inclusive.



We will make sure accessible spaces and
hearing loops work well.



Hearing loops send sound to hearing aids.



We will have clear rules for making our new
buildings accessible for people with disabilities.

Area 3 is making inclusion part of how we work



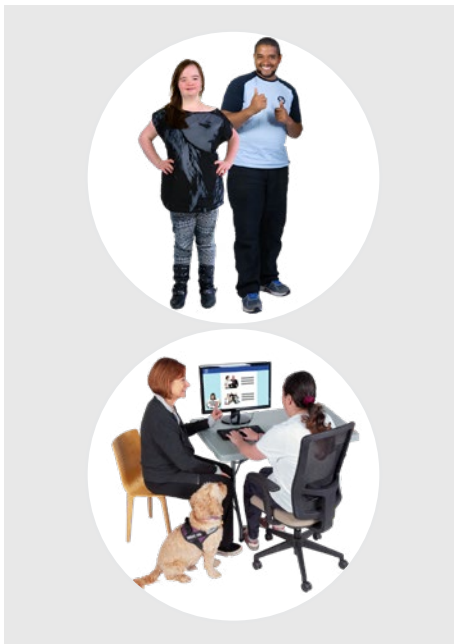
We want to make inclusion a part of how we work at UNSW.



We will do things like teach staff at UNSW about different disabilities.

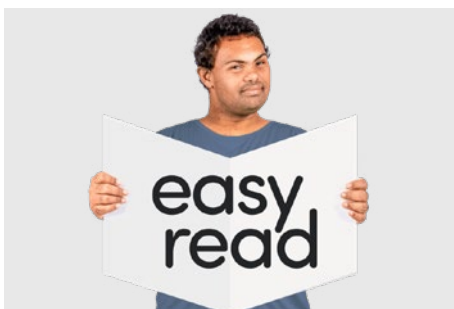


We will give training about making things accessible for everyone at UNSW.



We will make sure managers at UNSW learn about

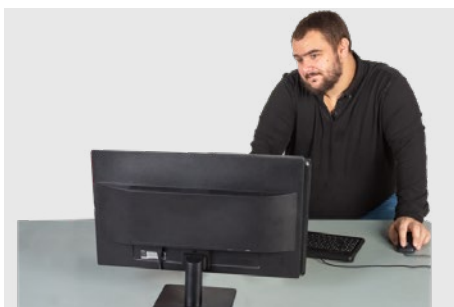
- How to be inclusive
- Workplace adjustments.



We will check that our rules and information is easy to read for everyone.

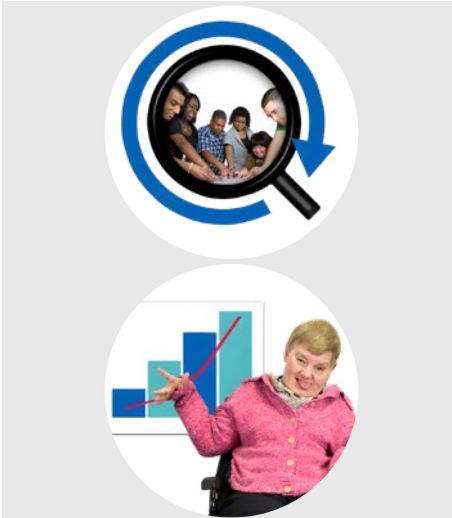


We will share information about the work we are doing with the things in this plan.



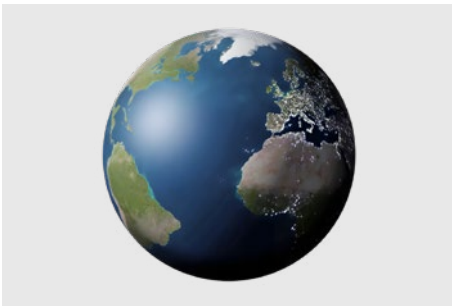
We will come up with better ways for you to let us know about issues with accessibility.

Area 4 is being leaders in research about disability inclusion



We want people to know UNSW is a leader for

- Research about disability inclusion
- Having researchers with disability work on the research.



We will work with people around the world on our projects.



UNSW will make a space where disability research can be done.



This research will be done with the community.

We will make sure more people know about the **Disability Innovation Institute** at UNSW.

The **Disability Innovation Institute** is a group at UNSW who tell others how to do

- Inclusive research

- **Co design.**

Co design is when we work together with people with disability to do something.



Australian Government

The **Disability Royal Commission** looked at what can be better for people with disability.



People told them many things that would be good to do.



The Disability Royal Commission shared these ideas in a report.



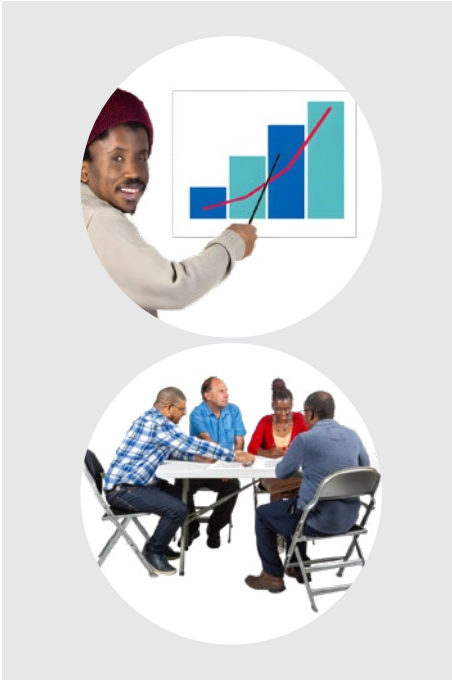
We have picked some things from the report that UNSW wants to work on.



We will make a plan for how we will do these things.



We will use this plan to make changes at UNSW.



We will make a place online where everyone can find our information on

- Inclusive research

- Co design.



We will check if the way we do our **ethics process** can be more accessible.

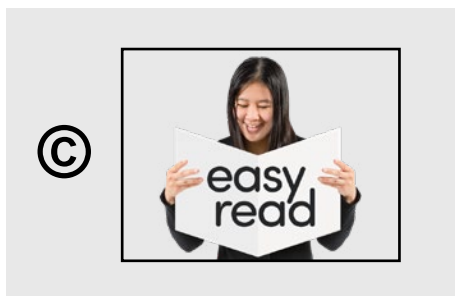


An **ethics process** makes sure research is safe and fair.

Who did this Easy Read



Council for Intellectual Disability made this information for **UNSW**.



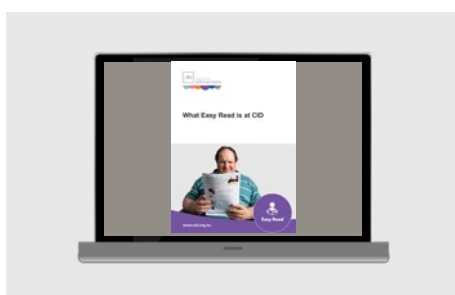
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You can email CID at **business@cid.org.au**



To read more about how we do Easy Read at CID you can go to our website at

www.cid.org.au/inclusion-services