



## INHERENT REQUIREMENTS

### Policy

#### DEFINITIONS

Terms in this document, for which definitions are not provided in the text or may not be self-evident or for which usage at ACC may differ to that in other higher education institutions are as follows:

**Award Course:** A program of study that meet the requirements of the AQF (Australian Qualifications Framework) and has been accredited by TEQSA (Tertiary Education Quality and Standards Authority).

**Conscientious Objection:** A genuinely held, enduring and considered ethical, cultural or religious conviction that an action or proposed action is morally wrong. Conscientious objections are independent of fear, personal advantage, convenience, and preference.

**Equity:** Refers broadly to the creation of equivalent opportunities for access and success in Australian higher education for historically disadvantaged or underrepresented student populations, other groups protected in Equal Opportunity and anti-discrimination legislation, and those covered by the Higher Education Participation and Partnerships Program (HEPPP)

**Graduate Attributes:** The generic skills and personal qualities that define ACC graduates, together with the core knowledge, skills and capabilities specific to a student's course of study. These attributes are acquired through the learning experience and have application in study, work and life contexts. The four broad categories of generic learning outcomes recognised in the Australian Qualifications Framework (2013, p.11) are: fundamental skills, such as literacy and numeracy; people skills, such as working with others and communication skills; thinking skills, such as learning to learn, decision making and problem solving; and personal skills, such as self-direction and acting with integrity.

**Inherent Requirements:** Those fundamental skills, capabilities and knowledge that students must be able to demonstrate in order to achieve the essential learning outcomes of the program, including each of the units within it, while maintaining the academic integrity of that program. Students with a disability or chronic health condition may be able to have reasonable adjustments made to enable them to meet these requirements. Similarly, reasonable adjustments may be considered in relation to a student's cultural and religious background/beliefs, which may impact on participation in their program or particular units within it. However, reasonable adjustments must not fundamentally change the nature of inherent requirements.

**Reasonable adjustment:** A measure or action taken by the ACC which enables a student with disability to participate in their studies on the same basis as a student without a disability. An adjustment is reasonable if it balances the interests of all affected parties.

**Student with disability:** A student identified as having a disability as defined under the Disability Discrimination Act 1992 (Cth).

**Unjustifiable hardship:** Accommodations or adjustments that would impose an excessive burden on the College, staff or other students, in which case it is not legally bound to make the accommodations or adjustments. In determining what constitutes unjustifiable hardship, all relevant circumstances of the particular case are taken into account including: the nature of the benefit or detriment likely to accrue or be experienced by any persons concerned; the effect of the disability on the person concerned; the financial circumstances and the estimated

amount of expenditure required to be made by the organisation claiming unjustifiable hardship; and in the case of the provision of services, or the making available of facilities, the commitments contained in the action plan given to the Australian Human Rights Commission.

## **PURPOSE**

The purpose of this policy and the related procedures is to assist students to make informed choices about their study with the Australian College of Chiropractic (ACC), and, in particular, the knowledge, skills and capabilities they need to have mastered for the award of Bachelor of Chiropractic or any other ACC accredited program.

## **SCOPE**

The Inherent Requirements policy and procedure are applicable to all students of the ACC, the academic staff who teach them and the administrative staff who provide support services.

## **POLICY STATEMENT**

The ACC welcomes and encourages applications from all students interested in obtaining The College's Chiropractic degree or other award accredited by TEQSA, including students with disabilities, and from diverse social and cultural backgrounds.

Notwithstanding, to successfully complete an award course, students must meet the academic (including clinical) requirements set out in the ACC Handbook and Unit Guides for that program of studies, and which are embodied in the Graduate Attributes.

In addition, students are required to comply with relevant Australian laws and other College rules and policies and procedures, in terms of code of conduct and professional ethics.

### **Capabilities included in Inherent Requirements**

In order to successfully complete and graduate with the ACC Chiropractic degree and/or other accredited and related programs of study, students must be able to demonstrate the capabilities described below, with appropriate supports and reasonable accommodations relevant to their particular situation.

1. Ethical Behaviour - behave in a manner that is consistent with the values of society, the law, and relevant institutions, organisations and professional bodies
2. Behavioural Stability – behave in a consistent and stable manner in a variety of circumstances and environments on campus and in clinical placements
3. Legal and Regulatory Compliance – requiring a student to comply with the law and the rules of relevant organisations and act in a responsible manner in any learning context
4. Effective Communications (Verbal, Non-verbal, Written and Information)
5. Cognitive Abilities (Knowledge and Cognitive Skills, including Literacy and Numeracy)
6. Observation/Sensory Abilities (Visual, Auditory, Tactile)
7. Sustainable Performance
8. Physical Capabilities (Gross Motor Skills and Fine Motor Skills)

## Reasonable Adjustment

In the event that there are physical, intellectual, cultural, religious or other factors that impact on a student's ability to accomplish the mastery of the skills required to graduate, the ACC provides guidance on the type of assistance available through the College and the Reasonable Adjustments that the College may make. These are articulated in the College's policies and/or procedures and/or frameworks on Disability, Equity and Anti-discrimination, and Code of Conduct.

Any approved adjustments will not compromise the academic integrity of any degree or other accredited qualification awarded by the ACC, and/or the legal requirements pertaining to clinical placements, and/or professional accreditation requirements.

Should proposed accommodations or adjustments impose Unjustifiable Hardship (an excessive burden) on the College, staff or other students, the College is not legally bound to make such accommodations or adjustments. However, in determining what constitutes Unjustifiable Hardship, all relevant circumstances of the particular case will be taken into account.

In the event that a student applies for reasonable adjustment to Inherent Requirements and is not satisfied with the outcome, the ACC will take timely and appropriate action through the Grievance Management and Academic Appeals Processes available to all students.

## IMPLEMENTATION and MONITORING

The Academic Dean is responsible for the implementation of this policy.

The Program and Unit Coordinators and both academic and professional support staff are responsible for the delivery and application.

## RELATED POLICIES AND PROCEDURES

- Code of Conduct
- Disability Policy
- Equity and Anti-discrimination Policy
- Quality Assurance Framework
- Grievance Management (Non-academic) Student
- Student Academic Appeals Procedures

## VERSION CONTROL

<b>Document:</b> A012 Inherent Requirements Policy		
<b>Responsible Officer:</b> Academic Dean		
<b>Endorsed by:</b> Academic Board		<b>Date:</b> 29 September 2021
<b>Approved by:</b> Board of Directors		<b>Date:</b> 12 October 2021
<b>Version:</b> 1.0	<b>Replaces Version:</b> N/A	<b>Next Review:</b> September 2022
<b>Nature of Change</b>		