

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:

Program: ACC TEQSA accredited courses of study.

Reasonable adjustment: A measure or action taken by the ACC to enable a student with disability to participate in their studies on the same basis as other students, provided the adjustment does not fundamentally alter the nature of the program or compromise academic integrity, safety, or professional requirements.

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

Unjustifiable hardship: As defined under the Disability Discrimination Act 1992 (Cth), circumstances where a proposed adjustment would impose an unreasonable burden on ACC after consideration of all relevant factors.

PURPOSE

The purpose of this policy is to define the inherent requirements of Australian Chiropractic College (ACC) programs and to support current and prospective students to make informed decisions regarding their capacity to meet those requirements.

Inherent requirements are the fundamental knowledge, skills, abilities and behavioural attributes that are necessary to achieve the learning outcomes of a program while preserving the academic integrity of the qualification and meeting relevant professional, legal and safety requirements.

This policy also outlines ACC's commitment to equitable access and participation through reasonable adjustments, provided such adjustments do not fundamentally alter the nature of the program, compromise academic integrity, or prevent compliance with professional accreditation, registration, or safety requirements.

SCOPE

This policy applies to all current and prospective students enrolled in, or seeking admission to, an ACC program, as well as staff involved in student admission, support, teaching, assessment, Service Learning Environments (SLEs), Work Integrated Learning (WIL), and the implementation of reasonable adjustments.

It applies to all ACC accredited programs and should be read in conjunction with the associated Inherent Requirements Statements for individual programs, together with relevant ACC policies and procedures relating to disability, diversity and equity, student wellbeing and support, and student conduct.

POLICY STATEMENT

ACC welcomes and encourages applications from all prospective students seeking admission to an ACC accredited program, including Aboriginal and Torres Strait Islander peoples, students with disability, and students from diverse social, cultural and educational backgrounds.

To successfully complete an ACC program, students must meet the academic requirements of the program, including any requirements relating to Service Learning Environments (SLEs), Work Integrated Learning (WIL), or professional practice where relevant, as set out in the ACC Handbook, Unit Profiles and associated program documentation.

Students are also required to comply with relevant legislation, professional standards where applicable, and ACC policies, procedures, codes of conduct and behavioural expectations.

Inherent Requirement Domains

To successfully complete an ACC program, students must be able to demonstrate the inherent requirement domains described below, with reasonable adjustments implemented where appropriate and where such adjustments do not fundamentally alter the nature of the program or compromise academic integrity, safety, or professional requirements.

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, professional and appropriate manner across academic, SLE, WIL and professional practice environments where relevant
3. Effective Communication (Verbal, Non-verbal, Written and Information)
4. Cognitive Abilities (Knowledge and Cognitive Skills, including Literacy and Numeracy)
5. Observation/Sensory Abilities (Visual, Auditory, Tactile)

In addition, students enrolled in the Bachelor of Chiropractic must meet the profession-specific inherent requirements outlined in the Inherent Requirements Statement – Bachelor of Chiropractic, including:

1. 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
2. Sustainable Performance
3. Physical Capabilities (Gross Motor Skills and Fine Motor Skills).

Reasonable Adjustment

Where disability, health, cultural, religious or other factors may affect a student's capacity to meet inherent requirements, the ACC provides guidance on the type of assistance available through the College and the Reasonable Adjustments that the College may make. Relevant processes and supports are articulated in ACC policies, procedures and frameworks relating to disability, diversity and equity, student wellbeing and support, and student conduct.

Any approved reasonable adjustment must not compromise the academic integrity of the program, safety requirements, SLE/WIL requirements, or applicable professional accreditation or registration 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.

Where a current or prospective student is dissatisfied with a decision relating to inherent requirements or reasonable adjustments, ACC will manage the matter through the relevant grievance, complaints and appeals processes.

IMPLEMENTATION and MONITORING

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

Relevant academic and professional staff are responsible for implementing approved reasonable adjustments in accordance with this policy and associated procedures.

RELATED POLICIES AND PROCEDURES

- Code of Conduct
- Cultural Safety
- Disability Policy
- Diversity and Equity Policy
- Quality Assurance Framework
- Student Grievance and Appeals Policy and Procedures
- Recruitment and Admissions
- SLE/WIL-related policies where relevant.

REVIEW

The ACC's *Inherent Requirements Policy* is normally reviewed every three years.

ACC may review this policy earlier where required by legislative, regulatory, accreditation or operational changes.

VERSION CONTROL

Document: A012 Inherent Requirements Policy		
Responsible Officer: Academic Dean		
Reviewed and Endorsed by: Academic Board		Date: 29 September 2021
Reviewed and Approved by: Board of Directors		Date: 12 October 2021
Reviewed and Approved by: Academic Board		Date: 15 March 2023
Reviewed and Approved by: Academic Board		Date: 08 July 2026
HESF	2.2 Diversity and Equity 2.3 Wellbeing and Safety	2.2.1 2.3.3
Version: 3.0	Replaces Version: V2.0	Next Review: March 2029
Nature of Change	May 2023 • Change approval authority to the Academic Board • Provide for the Diploma of Health Science • Updating of Policy and Procedure document names • Inclusion of the HESF reference in the Version Control Table July 2026 • Reframed the policy to clearly define the purpose and application of inherent requirements, including support for informed decision-making by both current and prospective students.	

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| | <ul style="list-style-type: none"> • Expanded and clarified the policy's application to include Service Learning Environments (SLEs), Work Integrated Learning (WIL), professional practice settings and associated staff responsibilities. • Strengthened the Reasonable Adjustment provisions by clarifying that adjustments must not compromise academic integrity, safety, professional accreditation or registration requirements, while expanding references to relevant student support, wellbeing and diversity policies. • Updated the policy to distinguish core inherent requirement domains applicable to all ACC programs from the additional profession-specific requirements applicable to the Bachelor of Chiropractic, with detailed requirements contained in the associated Inherent Requirements Statements. • Modernised terminology, definitions and related policy references, and simplified implementation, review and governance provisions to improve clarity and alignment with the current policy framework. |
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