

## Reasonable Adjustment

Reasonable adjustment in VET is the term applied to modifying the learning environment or making changes to the training delivered to assist a learner with a disability. A reasonable adjustment can be as simple as changing classrooms to be closer to amenities, or installing a particular type of software on a computer for a person with vision impairment.

The purpose of reasonable adjustment is to make it possible for learners to participate fully. It's not to give learners with a disability an advantage over others, to change course standards or outcomes, or to guarantee success. A reasonable adjustment in a learning and assessment activity needs to be justifiable and uphold the integrity of the qualification.

Reasonable adjustment applied to participation in teaching, learning and assessment activities can include:

- Customising resources and activities within the training package or accredited course;
- Modifying the presentation medium;
- Learner support;
- Use of assistive / adaptive technologies;
- Making information accessible both prior to enrolment and during the course; and/or
- Monitoring the adjustments to ensure learner needs continue to be met.

Through their course work, assessment and their qualification, learners need to be able to present themselves as having the knowledge, experience and skills implicit in the award. So, any changes made to materials, activities or assessment tasks need to preserve the integrity of the unit of competency and/or the qualification.

In the process of reasonable adjustment, trainers and The RTO have to balance meeting the needs of the learner with this principle of integrity.

For example, in tailoring units of competency training staff need to think about:

- The purpose of the unit, industry standards and licensing;
- Skills and their context;
- Assessment methods and the skills and knowledge needed; and
- The evidence required to demonstrate competence.

There are rules, regulations and obligations which guide the process of reasonable adjustment.

The RTO will maintain the academic integrity of the unit of competency and/or the course and to consider the requirements or components that are inherent or essential to its nature when training and assessing whether an adjustment is reasonable. There may be more than one adjustment that is reasonable in a given set of circumstances; The RTO will make adjustments that are reasonable and that do not cause the RTO unjustifiable hardship.