

UTS Business School Inherent Requirements Statement

UTS strongly supports the right of all people who wish to undertake a course at our university to pursue their goals and achieve their personal potential. We welcome prospective students with disabilities, and students from diverse social, economic, cultural and indigenous backgrounds.

Inherent Requirements are academic and non-academic requirements that are inherent in or essential to the successful completion of a course. By identifying and effectively communicating the Inherent Requirements of our courses, UTS Business aims to assist prospective and current students to make informed decisions about their study, and to facilitate productive and transparent discussions about career choices.

What does this mean for prospective and current students?

Prospective and current students should carefully read this Inherent Requirement Statement, and consider whether they might experience challenges in successfully completing their preferred or chosen course. This Statement should be read in conjunction with the [UTS Student Rules](#).

If you are a prospective or current student and are concerned about your ability to meet these Inherent Requirements, you should discuss your concerns with the Academic Liaison Officer in your faculty or school and/or the UTS Accessibility Service on 9514 1177 or at accessibility@uts.edu.au.

Please note that UTS also requires students to comply with the [UTS Student Charter](#) and relevant University policies, procedures and

regulations. In addition, students who enrol in professional degrees are required to comply with legal requirements relating to accreditation and registration.

Reasonable adjustments

UTS will make reasonable adjustments to teaching and learning, assessment, professional experiences, course related work experience and other course activities to facilitate maximum participation by students with disabilities, carer responsibilities, and religious or cultural obligations in their courses.

When making adjustments for students, UTS will continue to ensure the integrity of its courses and assessment requirements and processes, so that the students on whom it confers an award can present themselves as having the appropriate knowledge, experience and expertise implicit in the holding of that award. The purpose of reasonable adjustments is to assist students to meet the Inherent Requirements of a course, not to replace or override them.

Registration with the UTS Accessibility Service is necessary for students to obtain reasonable adjustments for their disability. Students are not otherwise required to disclose their disability or other personal circumstances to UTS, unless they pose a risk to their health or safety, or to that of others. Students should familiarise themselves with relevant deadlines and allow sufficient time for reasonable adjustments to be made.

Requirement area	Description of the Inherent Requirement	Examples in the academic environment	Examples in the professional experience environment
<p>1. Legal and Behavioural Requirements</p>	<p>Student engages in appropriate behaviour, having regard to their legal and ethical obligations under the law, professional regulations and codes of conduct.</p> <p>Student demonstrates behaviour that allows them to work constructively in a diverse and changing academic and professional environment.</p> <p>Student demonstrates self-awareness and ensures that their own opinions, attitudes and behaviours do not adversely affect others.</p>	<p>Takes responsibility for own learning and actively participates in teaching environments, which include collaborative learning or learning as part of a team.</p> <p>Is receptive and responds appropriately to constructive feedback.</p> <p>Actively and appropriately participates in collaborative tasks and group work.</p> <p>Engages in classroom activities.</p> <p>Expresses opinions in a way that is sensitive to cultural and social differences.</p> <p>Understands and applies the principles of business ethics, which includes integrity and accountability.</p> <p>Communicates respectfully with and demonstrates professional courtesy towards academic and professional staff, and other students.</p> <p>Is honest and principled in interactions with peers and staff.</p>	<p>Treats confidential information appropriately and respects the privacy of clients.</p> <p>Is receptive and responds appropriately to constructive feedback.</p> <p>Accepts and fulfils responsibilities given in the workplace.</p> <p>Works effectively with people from diverse social and cultural backgrounds.</p> <p>Effectively manages own emotions and behaviour.</p> <p>Effectively manages own physical and mental health.</p> <p>Complies with rules relating to the duties and obligations of business practice, by observing written and unwritten rules of professional conduct and professional courtesy.</p>

		<p>Effectively manages demanding or stressful situations, recognising individual limitations, and seeks support and advice where necessary.</p>	
<p>2.1 Communication tasks - verbal</p>	<p>Student comprehends spoken English delivered at conversational speed, including technical legal terms.</p> <p>Student communicates effectively in spoken English.</p> <p>Student understands and responds to verbal communications accurately, appropriately and in a timely manner.</p>	<p>Participates effectively in tutorial and group work discussions.</p> <p>Understands and follows instructions.</p> <p>Effectively uses persuasive techniques to communicate a position or argument.</p> <p>Correctly uses technical business and legal terms and relevant authority when developing an argument.</p> <p>Demonstrates an understanding and appreciation of cultural differences in business practice, through discussion of relevant scenarios.</p> <p>Appropriately responds to fact-based scenarios that require a business solution.</p> <p>Effectively participates in and contributes to tutorial and group work discussions concerning the rationale of business decisions.</p>	<p>Effectively conducts or participates in a stakeholder interview to obtain relevant information and establish the context of a stakeholder's needs.</p> <p>Elicits clear instructions from stakeholders.</p> <p>Advises clients in a clear, plain and intelligible manner.</p> <p>Demonstrates an awareness of the need to communicate in a way that takes into account people's cultural differences and backgrounds, including when dealing with government, industry, not for profit and other stakeholders.</p>

<p>2.2 Communication tasks - written</p>	<p>Student comprehends written English, including technical legal writing.</p> <p>Student communicates effectively in written English.</p>	<p>Reads and comprehends complex information provided.</p> <p>Responds appropriately and in a timely manner to communications from the University.</p> <p>Constructs an essay or assignment to required academic standards.</p> <p>Submits written work in a timely manner.</p> <p>Appropriately responds to fact-based scenarios that require a business solution.</p> <p>Participates in online discussions and blogs in a way which develops a coherent, constructive and respectful exchange of ideas</p>	<p>Understands and follows supervisor or stakeholder written instructions.</p> <p>Responds appropriately and in a timely manner to communications from stakeholders.</p> <p>Understands and is able to apply solutions to business problems. Understands and complies with regulatory rules and procedures.</p> <p>Presents business solutions in a clear and logical way, having regard to the relevant stakeholders.</p> <p>Writes in plain English in a clear and intelligible manner.</p>
<p>2.3 Communication tasks - Non-verbal</p>	<p>Student comprehends non-verbal information and cues.</p> <p>Student demonstrates non-verbal communication skills appropriate to the circumstances.</p>	<p>Communicates respectfully with academic and professional staff.</p> <p>Respects personal and professional boundaries.</p> <p>Communicates appropriately in classroom situations.</p> <p>Shows consistent and appropriate awareness of own behaviours.</p>	<p>Observes and understands non-verbal cues, and responds appropriately in context.</p> <p>Respects personal and business boundaries.</p> <p>Communicates respectfully with people of different cultural and social backgrounds.</p>

			<p>Demonstrates sensitivity to individual differences.</p> <p>Respects personal and professional boundaries.</p> <p>Shows consistent and appropriate awareness of own behaviours.</p>
<p>3.1 Cognitive tasks - Literacy</p>	<p>Student understands and responds to written communications accurately, appropriately, and in a timely manner.</p> <p>Student comprehends written information, including technical legal materials.</p>	<p>Accurately identifies, evaluates and synthesises factual, business, regulatory and policy information.</p>	<p>Follows written instructions, including workplace policies, procedures and guidelines.</p>
<p>3.2 Cognitive tasks - Knowledge and information</p>	<p>Student locates, processes, integrates and implements knowledge and information.</p>	<p>Locates and analyses appropriate and relevant business and scholarly materials for the purpose of academic assessments.</p> <p>Comprehends, interprets and correctly applies business principles.</p> <p>Relies on course materials, including the subject outline and subject announcements, to effectively plan subject assessment tasks and study commitments.</p>	<p>Develops options from business analysis and stakeholder engagement and considers the respective merits.</p> <p>Applies knowledge of theoretical frameworks in a business practice focused setting.</p> <p>Effectively organises and applies relevant knowledge, data and analysis to develop coherent advice, recommendations or submissions.</p>

<p>4.1 Sensory Tasks - Visual</p>	<p>Student accurately perceives, interprets and uses visual information.</p>	<p>Understands learning materials delivered in a visual format.</p>	<p>Understands stakeholder and workplace information delivered in a visual format.</p>
<p>4.2 Sensory Tasks - Auditory</p>	<p>Student accurately hears and comprehends auditory information.</p>	<p>Understands learning materials delivered in an aural format. .</p>	<p>Responds to communication delivered in aural format..</p> <p>Understands feedback from team members and stakeholders in a supported workplace setting.</p>
<p>5.1 Physical tasks - Gross motor tasks</p>	<p>Student safely uses gross motor skills to undertake required learning, assessment and professional tasks.</p>	<p>Undertakes gross motor skills tasks as part of experiential learning activities in class environment.</p>	<p>Attends professional experience placements off campus, in a variety of supported settings.</p> <p>Attends stakeholder meetings offsite, in a variety of supported settings.</p>
<p>5.2 Physical tasks - Fine motor tasks</p>	<p>Student safely uses fine motor skills to undertake required learning, assessment and professional tasks.</p>	<p>Effectively uses W3C compliant ICT resources, such as computers and audio-visual equipment, for the completion of academic assessments.</p>	<p>Effectively uses W3C compliant ICT resources, such as computers, audio-visual equipment and telephones, in a workplace setting.</p>
<p>6. Sustainable performance</p>	<p>Student maintains physical and mental performance at a consistent and sustained level over time.</p>	<p>Attends classes, keeps up with reading and submits assignments in a manner consistent with university and faculty rules and policies.</p> <p>Undertakes assessments and examinations required to assess necessary skills and knowledge.</p> <p>Maintains a sufficient level of concentration to complete an activity.</p>	<p>Attends professional placements for the agreed number of hours per day or week.</p> <p>Remains focused and provides consistent and appropriate responses during professional placements.</p>