

# nhulunbuy corporation

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## **DISABILITY ACTION PLAN** **POLICY – CO07**

<b>Title</b>	<b>Disability Action Plan</b>
<b>Policy number</b>	CO07
<b>Type</b>	Personnel and Community
<b>Owner</b>	Chief Executive Officer
<b>Responsible Officer</b>	Chief Executive Officer
<b>Approval date</b>	October 2024
<b>Review date</b>	October 2027

## 1. Purpose

The Nhulunbuy Corporation is committed to the provision of accessible services to ensure that everybody, regardless of ability, can participate in the social and economic life of Nhulunbuy.

The Nhulunbuy Corporation will therefore take a leading role in the provision of services and facilities in an environment which is free of discrimination.

## 2. Scope

This Plan endorses a whole-of-Corporation, whole-of-community approach. This approach identifies initiatives to increase access and inclusion of people with disabilities.

Initiatives will be performed on a partnership basis between the Nhulunbuy Corporation and external key stakeholders such as service providers working in the disability field. This document also identifies activities which are aimed at assisting the local community to be inclusive of people with disabilities.

## 3. Definitions

**CEO** means Chief Executive Officer of the Nhulunbuy Corporation

**Disability** means any restriction or lack (resulting from impairment) of ability to perform an activity in the manner or within the range considered normal for a human being.

**Nhulunbuy Corporation** means the Nhulunbuy Corporation Limited

## 4. Principles

The principles are applicable to people with disabilities in their interactions with the Nhulunbuy Corporation:

- People with disabilities are individuals who have the inherent right to respect for their dignity.
- People with disabilities, whatever the origin, nature, type or degree of disability, have the same human rights as other members of society and should be enabled to exercise those human rights.
- People with disabilities have the same right as other members of society to participate in, direct and implement the decisions which affect their lives.
- People with disabilities have the same right as other members of society to receive services in a manner which results in the least restriction of their rights and opportunities.
- People with disabilities have the same right of pursuit for any grievance in relation to services as all other members of society.

## 5. Disability Anti-discrimination Statement

The Nhulunbuy Corporation is committed to ensuring that its services and activities are equally accessible to all residents.

We will do this by:

- providing information that is accessible to members of the community, which is appropriate in language, format and ability.
- communicating the Nhulunbuy Corporation's activities in a way that is clear, inclusive and appropriately directed.
- ensuring that the Nhulunbuy Corporation's facilities and events are accessible to all members of the community, where possible.
- meeting the requirements of the *NT Disability Services Act 1993*

## 6. Strategies and outcomes

### Outcome 1

*Existing and future activities recognise the needs of people with disabilities:* the Nhulunbuy Corporation will support participation by people with disabilities in its activities (projects, events etc) in a flexible and responsive manner.

Strategy The Nhulunbuy Corporation will remain mindful of the needs of people with disabilities when developing and delivering services and activities

### Outcome 2

*Buildings and facilities managed by the Nhulunbuy Corporation are accessible to people with disabilities wherever possible and within reason:* when subject to major redevelopment or refurbishment, the buildings and facilities managed by the Nhulunbuy Corporation for public use purposes will be reviewed to ensure that they meet the physical and environmental access requirements of people with disabilities wherever possible and within reason.

Strategy The Nhulunbuy Corporation will take reasonable steps to ensure that its buildings and facilities are accessible to all members of the community when undertaking major redevelopment or refurbishment of those buildings and facilities

### Outcome 3

*Information about services and programs can be provided in formats that address the communication needs of people with disabilities:* the Nhulunbuy Corporation will ensure that information about its functions and services is written in clear and concise language and may be available in alternative formats upon request.

Strategies Electronic and hard copies of documents will be made available in large print format on request.

Requests for information in other formats (eg. Braille) will be fulfilled on a needs basis.

**Outcome 4**

*Information and services are delivered by Nhulunbuy Corporation employees who are aware of and understand the needs of people with disabilities:* information and services provided by the Nhulunbuy Corporation are delivered by qualified, skilled and competent employees. All employees are expected to be aware of and sensitive to the needs of people with disabilities. This will be aided by education programs developed and delivered to ensure that employees are able to engage with people with disabilities in a respectful and helpful way.

Strategy Employees will participate in disability training programs as required

**Outcome 5**

*Opportunities are provided for people with disabilities to gain employment with the Nhulunbuy Corporation:* people with disabilities enjoy equality of employment opportunities through non-discriminatory recruitment practices.

Strategy Employment is merit-based and follows a non-discriminatory recruitment process

**7. Review process**

This policy will be reviewed three years from the date of adoption.

<b>Date</b> 15 November 2024	<b>Director (Name)</b> Andres Hoffman	<b>Signature</b> <i>Andres Hoffman</i>
<b>Chief Executive Officer (Name)</b> Shane Whitten		<b>Signature</b> <i>Shane Whitten</i>