


COMMUNITY SERVICES

	Function: DISABILITY SERVICES	Adopted: 4 TH JUNE 2014
	Policy Number: ADM008	Resolution No.: C106:14
	Version Number: 1	Last Review:
	Frequency of Review: As Required	Resolution No.:
		Next Review: TBA
DDA ACCESS AND INCLUSION POLICY		

Policy Statement

1. Introduction

Council is committed to ensuring that all staff, contractors, subcontractors and the general public has access to non-discriminatory facilities, services and outcomes enabling all to develop knowledge and skills to enhance life and work opportunities.

Council recognises that access and inclusion means giving everyone a fair go in life and that everyone has responsibilities under the law.

Council is not only committed to ensuring that all legislative requirements are met but to maintaining a position of excellence in its handling of disability and equal opportunity matters by endeavouring to respond quickly, seriously and effectively to any complaints that may arise and to take all reasonable steps to prevent discrimination and harassment from occurring in the first place.

Such discrimination will not be tolerated and shall include but not limited to – unfair treatment, equal opportunity, direct and indirect discrimination, sexual harassment or harassment of any kind, victimisation and bullying.

2. Applicable Legislation

Commonwealth Government

Disability Discrimination Act 1992

Disability Services Act 1986

Australian Standard 1428 – Design for Access and Mobility

The Australian Human Rights Commission

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South Australian State Government

Local Government Act 1999

Equal Opportunity Act 1984

Disability Services Act 1993

Disability Services (Rights, Protection and Inclusion) Amendment Act 2013

Development Act 1993

Mental Health Act 2009

3. Integration with Corporate Objectives

Social Objective - Wellbeing

To enhance the quality of life of our community by encouraging health, wellbeing and safety.

To assist with facilities and programmes to enable the community to access appropriate essential services.

4. Definitions

DDA – Disability Discrimination Act

5. Statement of Commitment

The elected members and management of Council has a firm commitment to fair treatment principles, and shall ensure that no discriminatory policies, practices or procedures exist in any aspect of its operations, and when:

- Providing goods and services to our clients
- Offering or providing training

Council acknowledges that it is unlawful to discriminate on the grounds of:

- Age (people of all ages)
- Sex (whether a person is female or male)

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- Race (This includes colour, descent, ethnic origin or nationality. It also applies if you are treated unfairly because of the race of the people you live with or associate with.)
- Physical Disability (This includes the total or partial loss of any function of the body, or the loss of a limb, or the malfunctioning of a part of a person's body, or any malformation or disfigurement – whether temporary or permanent. Thus, a wide range of disabilities is covered, such as partial or total blindness, deafness, epilepsy, AIDS, amputation, diabetes, asthma, heart conditions, paraplegia, skin conditions, cerebral palsy and so on.)
- Intellectual Impairment (This includes permanent or temporary loss or imperfect development of mental faculties, resulting in reduced intellectual capacity. However, it excludes mental illness, which may be covered by Federal law but is not covered by the SA Equal Opportunities Act.)
- Sexuality (whether a person is heterosexual, homosexual, bisexual or transgender.)
- Marital Status (This refers to whether a person is single, married, divorced, separated, widowed, or living in a de-facto relationship.)
- Pregnancy (This includes whether a woman is pregnant, is suspected of being pregnant, or is expected to become pregnant in the future.)

Council acknowledges that potential and current employees have:

- The right for decisions about who should be offered a job to be made on merit
- The right not to be sexually harassed by other employees or by the employer
- The right to be protected by their employers from sexual harassment by the people to whom they provide goods and services
- The right to work in an environment free of discrimination and harassment
- The responsibility not to discriminate against, or harass, other employees or clients
- The responsibility not to harass other employees or people to whom they are providing goods and services

People who are being offered or provided with goods or services have:

- The right not to be harassed by the providers of those goods or services

Council management has the responsibility to ensure that the workplace and the services given to the community and its staff and volunteers are:

- Free of discrimination and harassment
- And they have a legal responsibility to take all reasonable steps to make sure this happens

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6. **Delegation**

For further information in relation to this policy please contact the Director of Community Services.

7. **Adoption and Review**

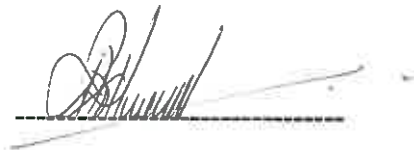
This Policy will be reviewed as required, with the review being undertaken by the Community Services Department and a report provided to Council for consideration and adoption.

8. **Availability of Policy**

This Policy will be available for inspection without charge at the Council's Principal Office, and on Council's website.

A copy of this Policy may be obtained on payment of a nominated fee from Councils' principal office or may be down loaded from Councils' website.

Signed



Mayor

Date 22nd July 2014

Signed



Chief Executive Officer

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