

<b>DISABILITY ACCESS AND INCLUSION POLICY (DAIP) 2020 - 2024</b>	
Council Policy	
TRIM Reference	AR20/44617[v2]
First Issued	6 October 2020
Last Reviewed	10 October 2023
Next Review	May 2027

## 1. POLICY STATEMENT

The Council is committed to ensuring that all Elected Members, staff, volunteers, 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.

## 2. PURPOSE

### 2.1 Purpose

To ensure that all legislative requirements are met whilst maintaining a position of excellence in Council's handling of disability and equal opportunity matters.

### 2.2 Scope

All services of Council.

### 2.3 Strategic Reference

#### 1. Community

1.2 We are resilient, inclusive, safe and a vibrant community where people feel proud to live.

1.3 People of all ages, cultures, abilities and interests have access to services, facilities and experiences that support their wellbeing.

#### 4. Infrastructure

4.2 We have safe, accessible and well-utilised CBD, public spaces and built environments that reflect the priorities of our community.

## 3. PRINCIPLES

### 3.1 STATEMENT OF COMMITMENT

Council has a firm commitment to fair treatment principles, and will ensure that no discriminatory policies, practices or procedures exist in any aspect of its operations.

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

- Age (People of all ages.)
- 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 are 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.)

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 to work in an environment free of discrimination
- The responsibility not to discriminate against other employees or clients
- The responsibility not to discriminate against people to whom they are providing 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

## **4. RESPONSIBILITY & REVIEW**

### **4.1 Responsible Officer**

Chief Executive Officer  
Review: Director Corporate & Community Services

### **4.2 Availability**

This policy will be available on Council's website.

### **4.3 Review**

This policy will be reviewed within 12 months of a General Election for Local Government, or as required to meet other obligations.

## **5. REFERENCES**

### **5.1 Legislation**

Disability Inclusion Act 2018  
Disability Services Act 1993

### **5.2 Other References**

Disability Access and Inclusion Plan (DAIP)



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