Disability Inclusion Policy

Policy Statement

Good Neighbours respects the human rights of our neighbours suffering from poverty, disasters and oppression, and helps them to be self-reliant and enable them to rebuild their hope. Our vision is a world in which all people can achieve a life free from poverty, with dignity and purpose. Inclusion of vulnerable and marginalised people, including Persons With Disabilities ("PWD"), in the provision of services aligns with Good Neighbours core values and mission.

This policy demonstrates the commitment that Good Neighbours Australia makes to ensuring that PWD are not excluded or discriminated against based on their disability. This applies to both the workplace and provision of services offered by Good Neighbours Australia through its implementing partners. This policy outlines measures that reduce the risk of exclusion of PWD and promotes a culture of disability inclusion within the organisation. This policy also provides guidance on how to report any concerns or allegations of discrimination or exclusion on the basis of disability. This policy is guided by the United Nations Convention on the Rights of Persons with Disabilities ("UNCRPD"), Australia's Disability Strategy 2021–2031 (the Strategy) for strengthening disability-inclusive development in Australia's aid program and the Sustainable Development Goals.

Scope and Purpose

This policy applies to all associates engaged by Good Neighbours Australia but not limited to, employees, interns, volunteers, Committee members contractors, implementing partners and stakeholders in Australia or overseas.

Good Neighbours Australia is committed to the inclusion of PWD and elimination of discrimination based on disability within the workplace and the international programs.

Good Neighbours Australia is committed to ensuring a work environment that reasonably accommodates to PWD and provides current and prospective staff with disabilities equal access to employment opportunities and development. Good Neighbours Australia is committed to providing necessary and appropriate modifications to the workplace and/or work arrangements so that employees with disabilities are able to conduct work in an effective and comfortable manner and on an equal basis to others. Equal opportunities are inbuilt in our recruitment process. All jobs are open to personnel on the basis of merit, meaning that a person's disability

does not bar them from applying or being properly considered for a role at Good Neighbours Australia.

Policy Objectives

GNAU is responsible for creating a culture that encourages respect and welcomes individual differences. We aim to promote our diversity, inclusion, and gender equality practices and value staff and volunteer input into new and creative ways to promote diversity, inclusion, and gender equality.

The objectives of this Policy are:

- To develop, implement, and communicate the Persons With Disabilities Inclusion Policy endorsed by the Committee;
- Create a culture that is inclusive of all staff, volunteers, and international partners;
- Create a management culture that values and promotes diversity, and inclusion, especially for persons with disabilities;
- Provide continuing education for employees and volunteers on the imperative and benefits of diversity, and inclusion, especially for persons with disabilities;
- Provide improved opportunities for advancement for persons with disabilities in our workforce through specific initiatives;
- Ensure a transparent, fair, and consistent recruitment process based on merit;
- Ensure that employees and volunteers are aware of their rights and responsibilities; and,
- Ensure disability inclusion is central to GNAU development programs
- To meet legislative requirements.

Disability Inclusion Principles

GNAU and its broader partnerships are committed to the following Disability Inclusion principles:

- **Approach to Disability Inclusion in Programming:** GNAU is committed to delivering development programs that promote disability inclusion. When harmful traditional practices, beliefs, or social norms are sources of discrimination, exploitation, and oppression, GNAU programs and advocacy together endeavour to empower communities to address these challenges.
- **Collaboration and Partnerships:** GNAU actively collaborates with key stakeholders, including government entities, United Nations (UN)

agencies, civil society, and other NGOs to promote the Rights of Persons with Disabilities.

What Does the Policy Look Like in Practice?

GNAU's commitment to disability inclusion extends to all areas of the organisation including operations, fundraising, and programs.

Application:

- **EEO, Anti-Harassment and Anti-Discrimination** – GNAU fosters a workplace where all employees work without fear of unacceptable workplace conduct impacting them through ongoing training and monitoring of adherence to the Code of Conduct
- **Human Resource management –** GNAU has a range of HR policies and procedures that ensure disability inclusion. This includes appointing staff based on a merit-based process and commitment to make any reasonable adjustments to the workplace upon request
- **Development Programs -** GNAU works with implementing partners to ensure disability inclusion is central to all projects. All projects are required to complete a contextual analysis of disability inclusion which includes identification of barriers to participation and potential strategies to address these.
- **Monitoring -** GNAU completes periodic assessment of Good Neighbours Australia's disability inclusion practice within our development programs and operations

Complaint Reporting Process

Good Neighbours Australia has internal procedures for handling complaints, including those related to the discrimination of persons on the basis of their disability and/or for non-compliance with this policy.

The complaint can be made to the management team who can be contacted at the following address;

Phone
(02) 9993 0312 (in Australia)
+612 9993 0312 (Outside of Australia)

Mail
Feedback
Good Neighbours Australia
Level 1, 5 George St
North Strathfield NSW 2137

Email
feedback@goodneighbours.com.au

Website
Feedback and Complaints Handling Policy and Procedures

Any worker who engages in discrimination on the basis of disability will be subject to disciplinary action, which may include a warning, counselling, demotion or termination of employment depending on the circumstances.

Definitions

Within this Policy, there are several key terms used in the work of implementing and monitoring its application by GNAU and all its Partners. These are defined below.

Word/Term	Definition
Persons with disabilities (PWD)	"Those who have episodic or long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others"[1]. Impairments can limit functionality and include hearing and vision impairment, developmental delay, physical impairment and psychological impairments, which includes but is not limited to, depression, anxiety, schizophrenia and post traumatic stress disorders. Barriers to effective participation include attitudes and societal barriers, physical and environmental barriers, and policy and systemic barriers."

[1]United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

Discrimination on the basis of disability	"Any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field"[2]

Related Policies and Documents

- Good Neighbours Recruitment and Onboarding Policy
- Good Neighbours Equal Employment Opportunity (EEO) Policy

Review

This Policy will be reviewed every three years or earlier when necessary.

Document Control Information

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[2] United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

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