

Purpose

The purpose of this policy is to ensure all employees at Afford are committed to promoting and upholding the Human Rights of people with a disability in every aspect of their work.

Scope

This policy applies to all employees, visitors, contractors, students, volunteers and the Board of Afford.

This policy applies to all operations across all aspects of Afford.

Definitions

Client - People who use Afford services, with the exception of Supported Employees

Employees - People who work for Afford, whether paid or unpaid

Our Organisation – description of 'Afford'

Services - the various supports we provide, irrespective of what type they are

United Nations Convention on the Rights of Persons with Disabilities (CRPD) - an international convention, to which Australia is a signatory, which sets out the fundamental human rights of people with disability. The CRPD aims to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by people with a disability, and to promote respect for their inherent dignity.

Policy Statements

1. Afford is committed to promoting and upholding the Human Rights of people with a disability. Employees must promote and uphold the Human rights of People with a disability in every aspect of their work with individuals, with communities and within the service sector.
2. Afford endorses and supports the principles of the Universal Declaration of Human Rights and recognises the inherent value, equality, and rights of all people, regardless of ability or capacity.
3. Afford recognises all clients have the right to make a decision about and exercise control over their own lives, to have dignity, privacy and respect, including the right to take some risks in life. Afford employees will ensure this is upheld for all clients they work with.

4. Afford endorses the CRPD and the National Standards for Disability Services DSS 1504.02.15 — Version 0.1. December 2013 standard. These enshrine that people with a disability are entitled to the right to:
 - respect for inherent dignity,
 - make a decision about and exercise control over their own lives
 - freedom of expression
 - full and effective participation and inclusion in society
 - acceptance of persons with disabilities as part of human diversity and humanity
 - equality of opportunity
 - equality of accessibility
 - equality between men and women
 - respect for the evolving capacities of children with disabilities, and respect for the right of children with disabilities to preserve their identities
 - freedom from discrimination, abuse, harm, neglect and violence
5. Afford acknowledges the loss of human rights for people with a disability can be the result of attitudes and beliefs that prevent or limit people with disability's full and equal participation. Afford employees will demonstrate a commitment to eliminating these discriminatory beliefs and their impacts.
6. All employees will work to prevent the reduction or limitation of rights for people with a disability. This includes their right to raise concerns or complaints and the right to be protected from neglect, abuse or violence within service delivery.
7. All employees will take responsibility for supporting clients' right to choose, privacy and freedom from discrimination by ensuring procedures and system are accessible and all clients are supported to make their own decisions.
8. All employees must ensure that their work supports 'dignity of risk' for our clients as outlined in the Risk Appetite Statement.
9. Afford will ensure that policies, systems and processes are in place to support staff to promote and protect human rights.

Breach of Policy

Breaches of this policy will be dealt with by the Chief Executive Officer (or delegate).

Where a breach of this policy is by a Board Director, this will be dealt with by the Board Chair.

Breaches of this policy by employees may result in disciplinary action.

Responsibilities

All employees must adhere to this policy.

Line Managers must ensure employees understand and adhere to this policy.

Senior Leaders are accountable for developing and implementing policies, procedures, systems and processes that support service delivery and practice that upholds the rights of people who use Afford services.

The Executive Leadership Team is responsible for ensuring this policy is implemented and up to date and providing a framework for monitoring effectiveness and compliance.

Where a position or organisational unit title changes, and it appears in this policy, the nearest appropriate equivalent position will have the same role and/or responsibility outlined in the policy. This will stay in place until the policy is next updated. The person responsible will be confirmed in writing by the Policy Owner, or where the affected position is the Policy Owner, the next equivalent Line Manager, and/or CEO will identify and notify.

Exceptions

It is expected that most decision making at Afford will be compatible with human rights. The only exception is where there is a situation involving public or social concern that is substantial, where it is reasonable and necessary to justify limiting the right/s.

The reasons for any such decision must be documented, and any exception granted will require approval confirmed in writing via Email by the Chief Executive Officer (or delegate).

Policy Owner

The owner of this policy is the Board.

Policy Approval

This policy was approved by [the Board](#).