

afford

Organisational Policy - Human Rights

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 is a person/people who use our organisation services.

Employees are people who work for our organisation, whether paid or unpaid

Our Organisation is a description of 'Afford.'

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

United Nations Convention on the Rights of Persons with Disabilities (CRPD) is 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.

Modern Slavery includes any practice constituting a modern slavery offence. The Commonwealth Modern Slavery Act 2018 ("the Act") defines modern slavery as including eight types of serious exploitation: Trafficking in person, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services.

Policy Statements

1. Our organisation 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. Our organisation endorses and will actively support 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. Our organisation 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



afford

Organisational Policy - Human Rights

right to take some risks in life. Our organisation's employees will ensure this is upheld for all clients they work with.

4. Our organisation endorses the CRPD and the National Standards for Disability Services DSS 1504.02.15 — Version 0.1. December 2013 standard. In accordance with these standards our organisation will recognise 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 genders
 - 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, exploitation, and violence
5. Our organisation 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. Our organisations 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, discrimination, exploitation, or violence within service delivery.
7. All employees will take responsibility for supporting clients' right to choice, 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. Our organisation will ensure that policies, systems, and processes are in place to support employees to promote and protect human rights.
10. Our organisation will minimise exposure to modern slavery and human trafficking within its supply chains and operations. Suppliers with a total turnover of more than \$100m per annum must certify their compliance with the Commonwealth Modern Slavery Act (2018).

Breach of Policy

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



afford

Organisational Policy - Human Rights

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.

Associated Documents

Child Safety and Wellbeing Policy
Code of Conduct Policy
Conventions on the Rights of Persons with Disabilities (CRPD)
Diversity and Inclusion Policy
Incident Management Policy
Feedback and Complaints Policy
Modern Slavery Statement
National Standards for Disability Services DSS
Privacy Policy
Service Access Policy
Service Exit Policy
Sustainable Development Goals – United Nations Human Rights
Violence, Abuse, Neglect, Exploitation & Discrimination Policy
Whistleblower Protection Policy

Exceptions



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Organisational Policy - Human Rights

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).

Consultation

The following were consulted during the development of this policy:

Executive Leadership Team

Senior Leadership Team

Principal Advisor, Safeguarding

Document Review Group

Policy Owner

The owner of this policy is the Board.

Policy Approval

This policy was approved by the Board.

