

HUMAN RIGHTS POLICY

NOSS Tasmania is committed to protecting the human rights including freedom from abuse of all its employees and clients through its policies and the practices of its employees.

NOSS adopts the Principles and Standards of the Tasmanian Disability Services Act, 2011 and Commonwealth Disability Services Act 1986 (see Appendix 1 and 2).

1. Examples of human rights are:
 - Respect for human dignity
 - Privacy
 - Protection against discrimination, and
 - Equal opportunity in employment
2. All employees are responsible for upholding the human rights of clients and coworkers and ensuring that all allegations of abuse are reported.
3. The General Manager will take action in accordance with the NOSS Complaints Policy to ensure that any allegations of human rights abuse are documented and investigated immediately, appropriately and fairly.
4. All new employees will be familiarised with this policy, as part of their Orientation.
5. The Bluegum Manager will ensure that all crew members receive training on their rights as documented in the Bluegum Employment Manual.
6. NOSS will ensure that all crew members and clients are given information regarding the role of advocacy support and advice on services available to them. Individual crew members or clients will be referred to advocacy support services that are best able to meet their cultural, religious and linguistic requirements.
7. Organisations who may be able to assist include:

Advocacy Tasmania
107/287 Charles Street
Launceston
1800 005 131 (client freecall)
or (03) 6224 2240
Email:
advocacynorth@advocacytasmania.org.au

Speakout
59d Amy Road
Newstead
6343 2022
Email:
launceston@speakoutadvocacy.org

National Disability Services Abuse and Neglect Hotline

Hotline: 1800 880 052

TIS: 13 14 50

NRS: 1800 555 677

Fax: 02 8417 2697

Email: hotline@workfocus.com

Human Rights and Equal Opportunity Commission

Level 8, Piccadilly Tower

133 Castlereagh Street

SYDNEY NSW 2000

Telephone: (02) 9284 9600 or 1300 369 711

Related Policies:

Complaints Policy;

Anti-Discrimination Policy;

Counselling and Discipline Policy;

Privacy Policy;

Equal Employment Opportunity and Affirmative Action Policy.

APPENDIX 1

Human Rights Principles as stated in Tasmanian Disability Services Act 2011

PRINCIPLES

- (a) the needs and best interests of persons with disability are to be promoted;
- (b) so far as is practicable, and having regard to the intellectual capacity of the person with disability, decisions or actions that may directly affect a person with disability –
 - (i) should only be taken after the person has been consulted; and
 - (ii) should take into account the wishes of the person, to the extent that they are consistent with the needs and best interests of the person and the safety of the person and others; and
 - (iii) should only result in the restriction of the freedom of decision and action of the person, if at all, to the smallest extent that is practicable in the circumstances;
- (c) the inherent dignity of persons with disability and their individual autonomy, including the freedom to make their own choices and their right to independence, is to be respected;
- (d) persons with disability are not to be discriminated against;
- (e) persons with disability are to be given the opportunity for full and effective participation and inclusion in society;
- (f) there is to be respect for persons being different, and acceptance of persons with disability, as part of human diversity and humanity;
- (g) persons with disability are to be given opportunities that are equal, or equivalent, to the opportunities available to persons without disability;
- (h) specialist disability services are to be as physically and technologically accessible as possible to persons with disability;
- (i) equality between men and women is to be promoted;
- (j) the fact that the capacities of children with disability may evolve as they mature, and the right of children with disability to preserve their identities as equal citizens, are to be respected.

APPENDIX 2

Human Rights Principles and Objectives as stated in Commonwealth Disability Services Act 1986

PRINCIPLES

- (1) People with disabilities are individuals who have the inherent right to respect for their human worth and dignity.
- (2) People with disabilities, whatever the origin, nature, type and degree of disability, have the same basic human rights as other members of Australian society.
- (3) People with disabilities have the same rights as other members of Australian society to realise their individual capacities for physical, social, emotional and intellectual development.
- (4) People with disabilities have the same right as other members of Australian society to services which will support their attaining a reasonable quality of life.
- (5) People with disabilities have the same right as other members of Australian society to participate in the decisions which affect their lives.
- (6) People with disabilities receiving services have the same right as other members of Australian society to receive those services in a manner which results in the least restriction of their rights and opportunities.
- (7) People with disabilities have the same right of pursuit of any grievance in relation to services as have other members of Australian society.

OBJECTIVES

- (1) Services should have as their focus the achievement of positive outcomes for people with disabilities, such as increased independence, employment opportunities and integration into the community.
- (2) Services should contribute to ensuring that the conditions of the every-day life of people with disabilities are the same as, or as close as possible to, norms and patterns which are valued in the general community.
- (3) Services should be provided as part of local co-ordinated service systems and be integrated with services generally available to members of the community, wherever possible.
- (4) Services should be tailored to meet the individual needs and goals of the people with disabilities receiving those services.
- (5) Programs and services should be designed and administered so as to meet the needs of people with disabilities who experience a double disadvantage as a result of their sex, ethnic origin, or Aboriginality.

- (6) Programs and services should be designed and administered so as to promote recognition of the competence of, and enhance the image of, people with disabilities.
- (7) Programs and services should be designed and administered so as to promote the participation of people with disabilities in the life of the local community through maximum physical and social integration in that community.
- (8) Programs and services should be designed and administered so as to ensure that no single organisation providing services shall exercise control over all or most aspects of the life of a person with disabilities.
- (9) Organisations providing services, whether those services are provided specifically to people with disabilities or generally to members of the community, should be accountable to those people with disabilities who use their services, the advocates of such people, the Commonwealth and the community generally for the provision of information from which the quality of their services can be judged.
- (10) Programs and services should be designed and administered so as to provide opportunities for people with disabilities to reach goals and enjoy lifestyles which are valued by the community generally and are appropriate to their chronological age.
- (11) Services should be designed and administered so as to ensure that people with disabilities have access to advocacy support where necessary to ensure adequate participation in decision-making about the services they receive.
- (12) Programs and services should be designed and administered so as to ensure that appropriate avenues exist for people with disabilities to raise and have resolved any grievances about services.
- (13) Services should be designed and administered so as to provide people with disabilities with, and encourage them to make use of, avenues for participating in the planning and operation of services which they receive and the Commonwealth and organisations should provide opportunities for consultation in relation to the development of major policy and program changes.
- (14) Programs and services should be designed and administered so as to respect the rights of people with disabilities to privacy and confidentiality.