

## PEOPLE WITH DISABILITIES (EQUITY & ACCESS) POLICY

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### PURPOSE

Tautoko Tāne Aotearoa ('TTA') People with Disabilities (Equity & Access) Policy ('Policy') provides guidelines for peer-workers (employees, contractors, and volunteers), trustees and advisors working for TTA or TTA Member Organisations ('TMO's).

The purpose of the Policy is to ensure that TTA and TMO's provide information and services that are appropriate and accessible to people with disabilities and that their workplaces are free from discrimination of people with disabilities.

### SCOPE

This Policy is intended to apply to all support services provided by peer-workers (employees, contractors, and volunteers), trustees, and/or advisors engaged by TTA or a TMO. As a minimum the policy will apply to the provision of peer support services and related support services to ensure that people with disabilities can access those services.

### OBJECTIVES

Applying this Policy will ensure that:

- Peer-workers, trustees and advisors understand their obligations and responsibilities relating to the provision equitable access to support services for people with disabilities;
- Male survivors with a disability are aware of and able to access the support services provided by TTA or an TMO; and
- There is alignment with the relevant legislation (Human Rights Act, Health and Disability Act)

### DISABILITY

This policy has adopted the **social model of disability**.

The social model views disability as something that arises from the disadvantages people experience because of their particular differences and characteristics. The social model of disability aims to remove the barriers in the social and physical domains that prevent people with disabilities from participating and contributing to community life.

The policy has adopted the following definition of disability:

**A person with a disability is a person with a physical, intellectual, sensory, or age-related disability or mental illness (or combination of these) who faces barriers in the social and physical environment that prevent them from fully participating and contributing to community life.**

A disability may be related to age, previous injury or illness, associated with physical, sensory or intellectual disability or mental illness that people were born with or acquired.

- **Physical disability:** Reduced physical capacity which for example affects mobility.
- **Sensory:** Impairment of the senses (mostly commonly sight and hearing).
- **Mental Illness:** A mental health condition arising from continuous or intermittent disorders related to thinking, feeling, volition or behaviour.
- **Intellectual disability:** Permanently impaired learning ability (usually from birth) which prevents or inhibits people from developing the range of physical and social skills usually found in a person of that age.
- **Age-related Disability:** Physical, sensory, intellectual, disability or mental illness related to the onset of old age. This includes conditions which can affect younger people, such as Alzheimer's disease or stroke, but which are more often found amongst older people.

## OTHER DEFINITIONS

<b>Advisor</b>	Means any individual or organisation that is engaged (remunerated or voluntary) to provide advisory or consultancy services to TTA, or a TMO, or any individual working for these organisations in a capacity that has potential to affect peer-workers ability to ensure the safety and equitable access of people with a disability.
<b>Male survivor</b>	Means a person identifying as a male who has experienced sexual, physical, emotional, psychological, or family violence, abuse, or harm
<b>TMO</b>	Is an organisation that is affiliated via formal membership agreement as an official Member Organisation of TTA.
<b>TTA</b>	Is the national organisation Tautoko Tāne Aotearoa (Male Survivors Aotearoa), which provides national advocacy for male survivors and governance, coordination, policy and representation for TMO's.
<b>Peer-worker</b>	Means an individual engaged as employee, contractor or volunteer by TTA or an TMO to provide peer-support services to male survivors.
<b>Trustee</b>	Means a trustee of TTA or an TMO

## PRINCIPLES

- **Social Model of Disability** - Disability arise[s] from the disadvantages people experience because of their particular differences and characteristics.<sup>1</sup> People with impairments are disadvantaged by social and environmental barriers to participation.
- **Access** - People who experience disabilities have equal rights to access the physical environment, information, communication and services.
- **Diversity** - People who experience disabilities have a freedom and a right to define themselves. The diversity of people who experience disability, including their ethnicity, needs to be recognised, and there should be flexibility to meet their differing aspirations and goals.
- **Equity** - People with disabilities should have equitable opportunities to access services, regardless of gender, ethnicity, type of disability and when the disability was acquired.
- **Inclusion** - All people, including those with disabilities, have the right to participate in an inclusive community where they are able to make the most of their lives.
- **Treaty of Waitangi** - TTA will work with Maori to ensure they are able to participate at all levels of decision-making around disability issues relating to the provision of services to their people.
- **Human Rights** – TTA acknowledges and abides by the terms of the Human Rights Act 1993, which prohibits 'unreasonable' discrimination on the grounds of disability (amongst other factors).

## CORE ELEMENTS

The Policy has five core elements' that together reflect TTA's commitment to assuring that TTA and TMO information and services are accessible by people with disabilities and that their workplaces are free of any discrimination of people with disabilities.

### 1. Communication Access

TTA and its TMO's recognise that there must be particular recognition of the information needs of those who cannot use standard means of communication. This includes people who have sensory disabilities of hearing and/or vision, who have communication disabilities and who use facilitative communication, as well as those who need help in using the information provided. Information must be available in a form appropriate to peoples' needs.

Communication with people with disabilities should enable and encourage full access to TTA and TMO information and services.

TTA and TMO's will endeavour to:

1.1 Ensure peer-workers, trustees and advisors are aware of the need to provide information in various ways to meet different needs.

1.2 Ensure information is available in alternative formats that are easier for the wider disability community to access. For example – audio tape, website, teletext, Braille, message services, large print, simple language and diagrams, radio, and email.

1.3 Provide information about services in a variety of media. For example – publicise telephone and fax numbers, provide print information and radio notices.

1.4 Publicise information about TTA and TMO services through disability networks and provide targeted information for people with disabilities.

1.5 Ensure all TMO facilities have clear signs which include internationally recognised symbols and indicators.

## 2. Consultation

People experiencing disabilities should have opportunities to influence this policy in general and to contribute to the design and communication of information and services that they are intended to have beneficial access to.

TTA and TMO's will endeavour to:

2.1. Establish an on-going dialogue with people experiencing disabilities and their agencies to ensure their information and service needs are recognised.

2.2. Ensure the participation of people with disabilities in the planning, implementation and evaluation of information and services.

2.3. As far as practicable ensure that the family, Whanau and carers of people who experience disability are consulted about the design and communications of information and services.

## 3. Access

All TTA and TMO information and services should be accessible to people with disabilities.

TTA and TMO's will endeavour to:

3.1. Provide information and services which are accessible to people with language barriers and sensory (visual and hearing) impairments and physical disabilities.

3.2. Provide an auxiliary aid or service, where appropriate, which would enable people with disabilities to use a service or provide the service by a reasonable alternative method (e.g. outreach peer support services).

3.3. Involve consumer groups in the development of services.

## 4. Diversity

TTA and TMO's are committed to an equal opportunity workplace and does not allow the participation of people with disabilities to be prejudiced by assumptions and stereotypes.

TTA and TMO recruitment policies are focussed on selecting the best person for the job, which may include making any reasonable adjustments to support people with disabilities as potential candidates.

TTA and TMO's will endeavour to:

- 4.1 Ensure that employment opportunities are open to people with disabilities where reasonable adjustments can be made to facilitate their effective candidacy
- 4.2 Ensure that communication services, resources, and flexible workplace options are reasonably available.
- 4.3 Ensure that the workplace is free from discriminatory and/or insensitive behaviours

## 5. Culture

TTA and TMO's are committed to ensuring that their workplaces are free of discrimination and barriers for people with disabilities. .

TTA and TMO's will endeavour to:

- 5.1 Ensure that peer workers, advisors and trustees are familiar with this policy and undertake disability awareness training.
- 5.2 Ensure that peer workers and other people engaged in providing TTA or TMO services are educated about the information and service issues and barriers facing people with disabilities