



# **Disability Access and Inclusion Plan 2015 – 2017**

**People with Disabilities (WA) (PWDWA) Disability Action and Inclusion Plan 2015-2017**

**People with Disabilities (WA) Inc is the peak disability consumer organisation representing the rights, needs and equity of all Western Australians with disabilities via individual and systemic advocacy. PWdWA is run BY and FOR people with disabilities.**

**PWdWA's head office is located in the Oasis Lotteries House building in Nedlands. PWdWA has a second smaller office located in the Peel region of Western Australia. PWdWA is committed to ongoing improvements to its services and facilities to ensure access and inclusion for all people with disabilities; including its clients, associates, members and employees.**

**This document details the actions that PWdWA takes and will take to meet the 7 outcomes of Disability Access and Inclusion Plans from the Disability Services Act WA and the Disability Services Commission. PWdWA is committed to being an organisation that is accessible and inclusive of people with disabilities at all levels.**

## PWdWA Disability Access and Inclusion Plan 2015 - 2017

Outcome	Actions
<p>1. People with disability have the same opportunities as other people to access the services of, and any events organised by PWdWA.</p>	<ul style="list-style-type: none"> <li>• All PWdWA documents and information are available or can be translated into a variety of accessible formats</li> <li>• Advocacy services are available to any person with a disability with multiple referral points eg. Phone, email, Facebook, other services</li> <li>• Produce clear and easy-to-read invitations and flyers for events that include contact details, in bold print</li> <li>• Hold events in an accessible venue</li> <li>• Design invitations to events which ask invitees if they have any specific access requirements (eg Auslan interpreters)</li> <li>• Provide a portable hearing loop at events</li> <li>• Provide support if requested</li> </ul>
<p>2. People with disability have the same opportunities as other people to access the buildings and other facilities of PWdWA.</p>	<ul style="list-style-type: none"> <li>• Provide clear access ways free of boxes, displays and other obstructions</li> <li>• Lotteries house is accessible. A lift provides access to all floors of the buildings.</li> <li>• An accessible toilet is in the building and available for use</li> <li>• A continuously accessible path of travel is provided</li> <li>• Adequate space into doorways and within rooms has been made to allow for wheelchair access</li> <li>• Ground and floor surface are slip resistant and free of hazards to minimise risk of injury</li> <li>• Several accessible parking bays are available nearby</li> <li>• Transport vouchers are available on request for people with disabilities visiting head office</li> <li>• Accessible public transport options are nearby</li> </ul>

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<p>3. People with disability receive information from PWdWA in a format that will enable them to access the information as readily as other people are able to access it.</p>	<ul style="list-style-type: none"> <li>• Provide clear and easy-to-read information by using a sans serif font such as Arial or Helvetica in a minimum size of 12 points</li> <li>• Ensure Easy English brochures and information are available</li> <li>• Use Plain English wherever possible in all written material</li> <li>• Ensure there is significant colour contrast between the text and the background</li> <li>• Display important information in bold font, avoid using upper case text only, and avoid using italics (as described in PWDWA style guide)</li> <li>• PWdWA website is designed to meet accessibility guidelines developed by the World Wide Web Consortium (W3C).</li> <li>• Provide Auslan interpreters on request</li> <li>• Provide business cards with significant colour contrast and easy-to-read font size</li> <li>• Provide information in alternative formats on request.</li> </ul>
<p>4. People with disability receive the same level and quality of service from the staff of PWDWA as other people receive from the staff of PWdWA.</p>	<ul style="list-style-type: none"> <li>• All services delivered by PWdWA are informed by the United Convention on the rights of persons with disabilities (UNCRPD) and other relevant legislation.</li> <li>• Staff are provided with an advocate induction pack which includes where to locate extra resources and support as required</li> <li>• Training on issues relating to disability is provided for staff as required. Ensure training is delivered by people with disabilities.</li> <li>• Endeavour to ensure that agents and contractors for PWdWA follow the principles as stated in the DAIP.</li> </ul>
<p>5. People with disability have the same opportunities as other people to make complaints to PWdWA</p>	<ul style="list-style-type: none"> <li>• PWdWA has a comprehensive Complaints policy that is available to staff, stakeholders and clients which is reviewed on a regular basis</li> <li>• PWdWA accept complaints in a variety of formats such as by telephone, email, written or in person</li> <li>• PWdWA advocates others, such as family members, to make complaint on behalf of a person with a disability if needed.</li> </ul>

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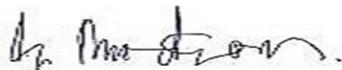
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<p>6. People with disability have the same opportunities as other people to participate in any public consultation by PWdWA</p>	<ul style="list-style-type: none"><li>• PWdWA provides media releases and advertisements about public consultation in both print and electronic media and on PWDWA's website</li><li>• Consult people with disability using a range of different consultation methods, e.g. focus groups, interviews, surveys</li><li>• Request information about access requirements from participants prior to attending consultations</li><li>• Hold consultations in accessible buildings</li><li>• PWdWA will develop a Consultation Framework to improve opportunities for participation by people with disabilities this will be part of the strategic planning process.</li></ul>
<p>7. People with disability have the same opportunities as other people to obtain and maintain employment with PWdWA</p>	<ul style="list-style-type: none"><li>• PWdWA uses inclusive recruitment practices.</li><li>• Improve methods of attracting, recruiting and retaining people with disability</li><li>• PWdWA endeavours to recruit staff and volunteers who are people with disabilities</li><li>• Ensure that employment supports are available to people with disabilities and access to workplace modifications are available</li><li>• PWdWA will continue to advertise vacancies within the Disability Employment Services network.</li><li>• PWdWA Committee of Management are a majority of people with disabilities</li></ul>

**Endorsed by Committee of Management**

**Date: 30 April 2015**

**Signed:**



**President Greg Madson**

**Signed:**



**Executive Director Samantha Jenkinson**