

1 Objective

The purpose of the Disability Access Policy is to ensure that people with disabilities have access to all Council's facilities, functions and services.

2 Background

People with disabilities, whatever the origin, nature, type or degree of disability, have the same basic human rights as other members of society and should be enabled to exercise those basic human rights.

They are individuals who have the inherent right to respect for their human worth and dignity. People with disabilities have the same right as other members of society to receive services, information, access Council's functions and facilities in a manner which results in the least restriction of their rights and opportunities.

It is paramount, therefore, that this policy forms the basis of understanding and implementation of the Disability Access & Inclusion Plan, which in turn should be reflective of the City of Swan Corporate and Community Plans

3 Policy Statement

- 3.1 Council recognises that people with disabilities have the same rights to services which assist them in achieving a reasonable quality of life and provide them with opportunities to fulfil individual potential.
- 3.2 Council will endeavour to ensure that no person who lives, works or visits the City of Swan is denied access to any existing or future Council facility or service on the grounds of personal disability.
- 3.3 The Council will make all staff, contractors, businesses and service providers aware of legislative and regulatory requirements.
- 3.4 All local non-council bodies and organisations should be encouraged to maximise the accessibility of their facilities, programs and services.
- 3.5 Programs and services provided by council should have organising guidelines which optimise the accessibility by and availability to persons experiencing disabilities
- 3.6 People with disabilities within the City of Swan should have the same opportunities as other residents to participate in public consultations, grievance mechanisms, decision making processes and general democratic processes of Council.
- 3.7 Council will endeavour to provide services which complement an individual's own family and community support. Where possible, and within the Council's ability, these shall be flexible enough to be relevant to all groups.
- 3.8 Council will provide the necessary staff training to ensure an understanding of and empathy with an individual's disability, in order to maintain a level of

customer care which enables people with disabilities equal access to services and facilities.

- 3.9 People with disabilities will be afforded the same access to employment and accommodation in line with the principles of the Western Australian Disability Services Act 1993 (amended 2004), the Equal Employment Opportunity Act (1988) and the Federal Disability Discrimination Act (1992).
- 3.10 Printed information produced by the City of Swan shall be:
 - (a) Clear and easy to understand eg. Plain English, short sentences, pictures and diagrams, clear headings
 - (b) Clear and easy to read eg. Adequate print size, clear print, contrast between print and background, important information in bold and larger print; and
 - (c) Physically accessible eg. Wheelchair accessible brochure stands.
- 3.11 Public documents due for reprinting or new documents (including forms, notices and accounts) will be produced according to agreed best practice guidelines developed by the City of Swan.
- 3.12 The City of Swan will provide all printed community information in alternative formats and language (such as large print, audio tape, computer disc and Braille), on request by people with disabilities.
- 3.13 City of Swan websites will conform to the "W3C User Agent Accessibility Guidelines (UAAG) 1.0 for people with disabilities".

Governance References

Statutory Compliance	Disability Services Act 1993 - Part 5.
Industry Compliance	Disability Access and Inclusion Plans - Resource Manual for Local Government - <i>Disability Services Commission</i> .
Organisational Compliance	City of Swan Access & Inclusion Plan 2007-2012
Decision Maker	Council
Process Links	

Policy Administration

Business Unit Name	Officer Title	Contact:
Community Development	Community Development Officer - Access & Inclusion	9267 9394
Risk Complexity Classification	2	Review Frequency
		Triennial
		Next Due
		2016

Version	Decision Reference	Synopsis
1.		Policy adopted in 1995..
2.		Policy revised in 2001
3.	ORDC-25/07/2007-Pt.B-2.1	Policy revised to align with the statutory review of the City's Access and Inclusion Plan.
4.	Executive - 31/07/2014	Endorsed renewal of policy for 2 years.
5.	Governance - 26/08/2014	Endorsed renewal of policy for 2 years.
6.	OCM - 10/09/2014	Adopted policy for 2 years.