

Title	Access Policy
Council Resolution	Item 9 (19 Dec 2016) as per Council Minutes
Responsible Directorate	Community, Economic Development and Business
Due for Review	Four (4) years from Council Resolution Date
Strategic Plan Reference	<u>Making Lives Better</u> 1.1 Building understanding and engagement of the issues, needs and expectations of communities <u>Valuing our Environment</u> 3.1 Create liveable built environments and sustainably manage our natural and built environments.
ECM	Council Policy

PURPOSE

This policy outlines how the Glenorchy City Council will provide equal opportunities and non-discriminatory practices that enable people with disability to access, participate and be included in the social, economic, political and cultural life of our City.

SCOPE

This policy applies to:

- People with disability that live, work or visit our municipality, and
- All of Glenorchy City Council's facilities, infrastructure, services, policies and processes.

STATUTORY REQUIREMENTS

The Glenorchy City Council must not discriminate against people with disability when we provide goods, services and facilities. This is a requirement under the Disability Discrimination Act 1992 (Cth) and the *Anti-Discrimination Act 1998* (Tas).

Acts	<i>Disability Discrimination Act 1992</i> (Cth) <i>Anti-Discrimination Act 1998</i> (Tas)
Regulations	Not Applicable
Australian/International Standards	UN Declaration on the Rights of People With Disabilities 2006 Australian Government National Disability Strategy 2010 - 2020

DEFINITIONS

Disability	<p>Council's understanding of disability is defined by the World Health Organisation. Disability is an umbrella term, covering impairments, activity limitations, and participation restrictions.</p> <p>An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in carrying out a task or action; while a participation restriction is a problem experienced by an individual that makes it difficult to be involved in everyday life activities.</p>
Impairment	<p>Council's understanding of impairment is defined by the <i>Disability Discrimination Act 1992</i> (s. 4) as:</p> <ol style="list-style-type: none"> total or partial loss of the person's bodily or mental function total or partial loss of a part of the body the presence in the body of organisms causing disease or illness the presence in the body of organisms capable of disease or illness

	<p>e. the malfunction, malformation or disfigurement of a part of the person's body</p> <p>f. a disorder or malfunction which results in the person learning differently from a person without the disorder or malfunctioning</p> <p>g. a disorder illness or disease which affects a person's thought processes, perception of reality, emotions or judgement or which results in disturbed behaviour</p> <p>h. the disability previously exists</p> <p>i. the disability previously existed but no longer exists</p> <p>j. the disability may exist in the future, and</p> <p>k. the disability is imputed to a person.</p>
Inclusion	Disability inclusion means making sure everybody has the same opportunities to participate in every aspect of life to the best of their abilities and desires.

Glenorchy City Council recognises that people with a disability are valued and respected members of our diverse community. They have a right to the same opportunities as people without disability. They have a right to access, participate in, be free from discrimination, and be included in all aspects of community life in our City.

We acknowledge that disability is a complex interaction between the features of a person's body and features of the community in which he or she lives. We need to address the environmental and social barriers that make it difficult for people with disability to participate.

The *Australian National Disability Strategy 2010-2020* calls on all levels of government to work towards an inclusive Australian society that enables people with disability to fulfil their potential as equal citizens. We are committed to playing our part in working towards an inclusive and accessible City.

To do this, Council will:

1. ensure that people with disability accessing our facilities and services are treated respectfully as equal and independent persons;
2. maintain a current Access Action Plan;
3. implement actions and priorities from the Access Action Plan;
4. identify and address any access issues with Council facilities and infrastructure;
5. ensure all work on Council facilities and infrastructure meets or exceeds Access Standards requirements;
6. provide Disability Awareness Training to all paid staff;
7. maintain the Glenorchy City Council Access Committee as per the Terms of Reference;
8. consult the Access Committee on access and inclusion issues;
9. provide administrative support to the Glenorchy City Council Access Committee;
10. ensure all public meetings and events are inclusive for people with disability (see inclusive meeting procedures);
11. ensure public information and documents are accessible to people with disability (see accessible documents procedures);
12. work collaboratively with other authorities, agencies, and organisations to address access issues within the Glenorchy Local Government area.