

P06 ACCESS AND EQUITY POLICY



Leongatha Community House aims to ensure that individuals have equitable opportunities to participate in the programs and activities of the house, whatever their personal circumstances or characteristics.

Definitions

Equity is the state of having the same opportunity, regardless of access requirements
Inclusivity is the practice of making accommodations to include those who might otherwise be excluded

Related Documents

- P061** Strategy for People with Disability
- P062** Strategy for People from Diverse Cultures
- P063** Strategy for Gender Diverse People
- P064** Statement of Commitment to Child Safety
- P071** Affirmative Action Strategy
- P072** Equality Review Strategy
- P092** Activity Programming Procedure

This policy was adopted by the Committee of Governance at the meeting on 17 June 2024. It should be reviewed by June 2027.

INCLUSIVE PRINCIPLES

We seek to include any person in our programs who would like to be included in our programs. To do that, we:

- make our facilities as accessible as we can make them
- use language that is as inclusive as possible
- seek community transport options wherever practicable
- welcome and facilitate the accommodation of support personnel or support animals
- make reasonable adjustments to locations, facilities, activities or programs

LEGISLATIVE CONTEXT

When planning, we take into account:

- Charter of Human Rights and Responsibilities Act 2006 (Vic)
- Equal Opportunity Act 1995 (Vic)
- Racial and Religious Tolerance Act 2001 (Vic)
- Working with Children Act 2005 (Vic)
- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Human Rights and Equal Opportunity Commission Act 1986
- Sex Discrimination Act 1984

COMMUNICATION

Clear, reciprocal communication is essential to an equitable program. We do best when we listen to the needs of participants and respond effectively.

We endorse three key elements of effective communication to effectively engage our community:

