

Policy about human rights and advocacy



Plain English

Policy about human rights and advocacy

This is a policy by The Disability Trust.

A **policy** has rules everyone at The Disability Trust must follow.

This policy talks about **human rights** and **advocacy**.

Human rights are rights that every person has.

Some of the human rights are

- Your right to not get hurt by other people
- Your right to work
- Your right to say what you think.

Advocacy means speaking up for yourself or others.



The Disability Trust wants to make sure all our **clients** get their human rights.

Clients are the people who get services from us.

We also want to make sure our clients are safe from any kind of abuse.

Abuse means someone hurts you or does very bad things to you.

This could be that someone

- Hits or kicks you
- Makes you do sexual things that you do not want
- Says very bad things to you.

All people with disability have the right to be treated in a good way and with respect.

The Disability Trust also supports any kind of advocacy to help make sure everyone gets their human rights and is free from abuse.



Rules for The Disability Trust staff

Everyone at The Disability Trust must help make sure that we are a place that

- Respects the human rights of people with disability
- Includes everyone.

Managers need to make sure staff know about our important values.

All staff must stick to these values in their work.

Managers must also have a plan for what to do if abuse happens.



What we will do

There are 3 things we will do to make sure everyone at The Disability Trust gets their human rights and is safe from abuse.

1. We make sure we work together in a good way.
2. We make sure no abuse happens to anyone.
3. We support advocacy.

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1. We work together in a good way

The Disability Trust supports the ideas from the UN Convention on the Rights of Persons with Disabilities.

We will say **CRPD** for short.

The **CRPD** says that people with disability have the same rights as everyone else.

These are some of the ideas from the CRPD.

- Respect people's rights to make their own choices. This also means children with disability.
- Treat everyone the same.
- Everyone can be part of the community.
- Respect all people with disability the way they are.
- Everyone should be able to do the same things in life.
- Everyone can **access** things.

Access means that you can get to places and use services.



All staff that we hire must agree with our values and want to do their best job for our clients.

Our staff must know how to work with people with disability in the best way.

We will do training for our staff about

- Human rights.
- How to support people with disability well.

We want our staff to speak up about any issues or abuse happening.

Staff must read our policy about what to do if someone gets hurt.



All staff that support people with disability must know our policies and rules about how to deal with some behaviours.

They need to know the rules for **restrictive practices** and what is allowed.

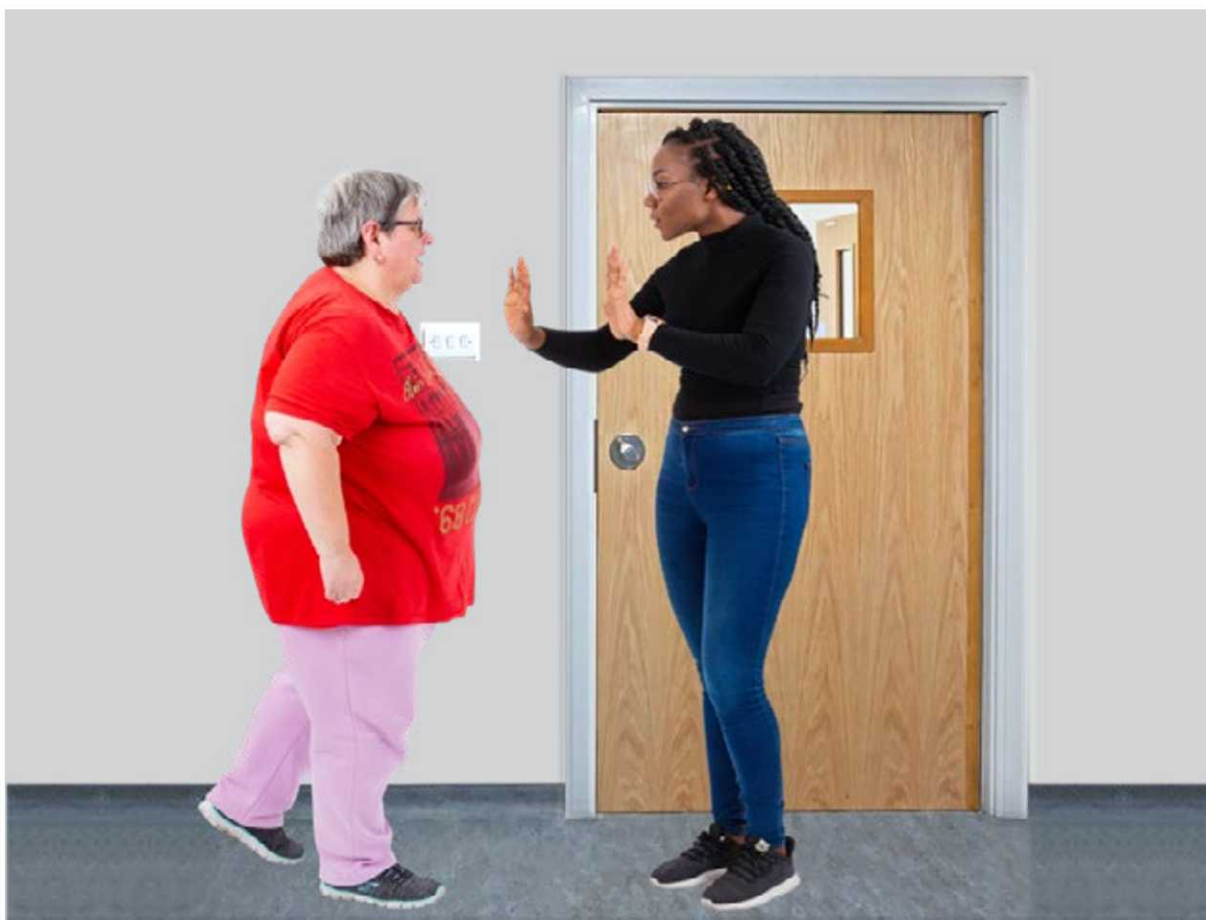
Restrictive practices are things that take away your right to move around freely.

We sometimes have to use restrictive practices to stop a **behaviour of concern**.

Behaviour of concern means if you do something that might hurt others or yourself.

Staff must follow The Disability Trust **code of conduct**.

Our **code of conduct** says how we must work with people with disability in the best way.



2. We try to stop abuse from happening

All staff that will work with our clients must do **screening checks** before they can work for us.

Screening checks tell us if the person is safe and has the right skills.

All staff need an NDIS Workers Screening check.

There are other checks that staff need in each state or territory like

- Working with children check in NSW
- Working with vulnerable persons check in the ACT
- Blue Card in QLD.

All staff must treat everyone with respect and in a good way.



Staff should not meet alone with clients outside of work hours at the client's home.

Staff should not meet with clients to do social things outside of work hours.

Clients should not visit the home of a staff member.

Clients and staff must not have sex or do sexual things with each other.

It is important to always keep the relationship between staff and clients professional.

Staff and clients must treat each other with respect.



Staff must not do anything that could be seen as

- Abuse
- Using the client
- Treating the client in a bad way.

If anyone says that abuse happened The Disability Trust must look into it straight away.

The Disability Trust must follow the rules in the policies about dealing with abuse.



3. Support advocacy

The Disability Trust tells all clients about their right to advocacy.

We also tell our clients about their right to get support to use advocacy services.

We have information in Plain English for our clients about their rights to advocacy.

We give our clients a list of advocacy groups in the area.

Our staff also knows where to find a list of advocacy organisations.

Our staff must ask the client first before they contact an advocacy organisation for them.



We are also happy for our clients to find and use their own advocates.

Advocates can be

- Advocacy organisations or groups
- Parents or carers
- Friends
- Older people
- A **citizen advocate**.

Citizen advocates are people from the community who support others to speak up.

The Disability Trust also has information about advocacy organisations and groups for

- First Nations people
- People from other cultures.



Advocates can help with all kinds of decisions.

This might be decisions about

- Daily things
- Planning for what the client needs
- Complaints and other issues
- Policies and services for The Disability Trust.

The Disability Trust also supports clients who speak up for themselves. This is called **self advocacy**.

We support clients to be in self advocacy groups and learn about their rights.

We also support clients in self advocacy groups to go to self advocacy conferences.



The Disability Trust supports **systemic advocacy**.

Systemic advocacy means speaking up for a bigger group of people to make change happen.

We work hard to

- Make things more fair for everyone
- Make sure planning happens around what each person needs
- Make sure everyone can be part of the community.

We work together with other organisations to make these things happen.



Council for Intellectual Disability made this document Plain English. **CID** for short.

You need to ask CID if you want to use any pictures in this document.

You can contact CID at **business@cid.org.au**.