



AUSTRALIAN RESPIRATORY COUNCIL POLICY STATEMENT ON DISABILITY

The Australian Respiratory Council (ARC) is committed to recognising, respecting and promoting the rights of all people, including those who live with disabilities. The ARC acknowledges its obligations under the National Disability Discrimination Act 1992¹ and the United Nations Convention on the Rights of Persons with Disabilities² adopted by Australia in 2007. This includes the empowerment of people with disabilities and the principle that regardless of disability, programs and services should benefit all people equally, with people having the same opportunity to participate and contribute at all levels of the organisation. This Policy Statement outlines the organisation's position in relation to people with disabilities.

People with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others¹.

The commitments made in this policy statement apply to all aspects of ARC's operations, programs and partnerships, including organisational culture and behaviour; project activities, and the organisation's engagement with Australian and international partners and agencies.

This Policy applies to all staff (casual, fixed-term or permanent), board members, volunteers, and contractors (together called "workplace participants").

The ARC makes the following undertakings in respect of persons with disabilities and supports following principles from the UN Convention on Human Rights:

- Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of people
- Non-discrimination
- Full and effective participation and inclusion in society
- Respect for difference and acceptance of people with disabilities as part of human diversity and humanity
- Equality of opportunity
- Accessibility
- Equality between men and women
- Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

Inclusive Practice

The ARC is committed to the principle of inclusive practice whereby people with disability will not be excluded from any aspect of ARC's work on the basis of disability.

The ARC supports the principles relating to the rights of people with disabilities to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all people with disabilities, and to promote respect for their inherent dignity.

Implementation and Responsibility

The Executive Director is responsible for the implementation and application of this policy. ARC workplace participants are required to understand and implement this policy in the context of their position and responsibilities.

Workplace participants can make a complaint using the process outlined in ARC's Anti-discrimination, Bullying and Harassment Policy where they believe they have been treated unfairly or unreasonably in any matter related to their employment because of their disability.

References:

1. Australian Disability Discrimination Act 1992
<https://www.legislation.gov.au/Details/C2018C00125>
2. United Nations Convention on the Rights of Persons with Disabilities
<https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/convention-on-the-rights-of-persons-with-disabilities-2.html>

Endorsed by ARC's Board of Directors: 30th June, 2021
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