



**Policy No. 2017- 45**

**Disability Access &  
Inclusion Policy**

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## **POLICY OBJECTIVES**

The objective of this policy is to state the Council's position in regards to the Commonwealth *Disability Discrimination Act 1992*.

## **POLICY AIMS**

- To improve access to public buildings and facilities;
- To adapt existing services to ensure that they meet the needs of people with disabilities;
- Provide direction to all Council staff and elected members;

## **DISABILITY DISCRIMINATION ACT 1992**

The Disability Discrimination Act 1992 (DDA) makes it unlawful to discriminate in the provision of goods, services or facilities, against people on the basis that they have, or may have, a disability. It is a legal requirement of Council to respond to issues and complaints that are raised relating to services under the control of the Council.

The main objective of the DDA is to eliminate, as far as possible, discrimination against persons on the grounds of disability. It is designed to ensure that people with disabilities are not deprived of equal opportunity by stereotype, prejudice or misconception, or by unnecessary barriers or restrictions.

The DDA requires that a person's disability should be taken into account only where it is relevant and fair to do so.

## **IMPACT**

The Disability Discrimination Act 1992 has a particular relevance to a number of the Council's operations, namely:

- Access to Council owned and / or operated facilities used by the Community;
- The provision of Council services;
- The purchase, sale and usage of Council land;
- Council employment (including volunteers);
- Council contractor management;
- The provision of Council information to the Community; and
- The development of Council policies and procedures.

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## **POLICY**

The Central Highlands Council is committed to ensuring, as far as is practicable, that the Community is accessible for people with disabilities, their families and carers.

The Council recognises that people with disabilities are valued members of the Community who make a variety of contributions to social, economic and cultural life within the Central Highlands area.

## **OUTCOMES**

The Council is required, under the DDA, to work towards providing equity of access to services and facilities to all sectors of the Community, including people with disabilities.

The Council is committed to:

- Providing facilities, services and assets that, as far as is practicable, comply with Australian Standards and Codes and objectives of the Disability Discrimination Act; and
- Ensuring, as far as is practicable, that the Council's relevant policies and procedures address the needs of people with disabilities, in accordance with the principles outlined in the DDA and this policy.

## **OTHER RELEVANT DOCUMENTS**

Disability Discrimination Act 1992 (DDA)  
Building Code of Australia (BCA)  
Disability Standards for Accessible Public Transport 2002  
Australian Standard (AS1428.1 2021 – Design for access and mobility general requirements for access – New building work

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