



**BOX HILL SOUTH
NEIGHBOURHOOD HOUSE**

ACCESS AND EQUITY POLICY

Introduction

Box Hill South Neighbourhood House recognises and values individual difference and seeks to ensure that all participants have access to, and feel welcome and comfortable in the House.

We are committed to providing practical and equitable outcomes for all House participants.

Definitions

“Access and Equity”

is about removing barriers and opening up opportunities. It means ensuring that people with differing needs and abilities have the same opportunities to access facilities and programs in the House irrespective of their age, disability, colour, race, gender, religion, sexuality, family responsibilities, or location. It means identifying and addressing the needs of everyone.

“Reasonable adjustment”

Means that programs and facilities will sometimes require adjustments to ensure equal opportunity for participants with disabilities.

Policy

BHSNH undertakes to:

- Provide an environment of support and care for participants
- Encourage cultural understanding and sensitivity
- Make every effort to ensure that practices are non-discriminatory and pay due consideration to the needs of all groups
- Ensure all policies and procedures are non-discriminatory
- Provide students with information about access and equity issues and the complaints resolution process



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- Encourage participation by all participants to take part in programs of their choice and in planning and decision making to the extent of our abilities and resources
- Where reasonable adjustments are needed the Manager will discuss these with the person/s concerned and will put adjustments in place to the extent of our abilities and resources. This can include administrative, physical or procedural modifications.

We actively encourage participants to:

- Accept that everyone has an equal right to use the House
- Treat others with respect and courtesy
- Use equipment and facilities responsibly
- Work co-operatively with others

BHSNH requests that participants declare if they are in need of specific assistance so that appropriate support may be discussed

Legislation

Box Hill South Neighbourhood House is required by Commonwealth and State legislation to ensure that it does not discriminate in the provision of services. Relevant legislation and its subsequent amendments include:

Federal -

- Human Rights and Equal Opportunity Act 1986
- Racial Discrimination Act 1975
- Sex Discrimination Act 2013
- The Disability Discrimination Act 1992

Victorian State

- Equal Opportunity Act 2010