

## Protection of Legal & Human Rights Policy

### Introduction / Purpose

Intelife recognises and works to uphold the legal and human rights of people with disability and acts to prevent violence, abuse, neglect, exploitation or discrimination of people with disability.

Australia is a party to seven core international human rights treaties. These rights apply to everyone, including people with disability. The rights of people with disability are set out in the [Convention on the Rights of Persons with Disabilities \(CRPD\)](#) and specifically apply to people with disability and recognises the barriers they may face in realising their rights.

### Scope

This policy applies to all Intelife's program areas providing supports and services to people with disability.

### Policy Statements

Intelife is committed to:

- protecting participants by empowering them to exercise the same legal and human rights as the rest of the community and providing them with information about the use of an advocate (including independent advocate) and facilitation to access an advocate where allegations of violence, abuse, neglect, exploitation or discrimination have been made
- providing a safe environment through the implementation of work practices that promote and uphold legal and human rights and prevention of any form of violence, abuse, neglect, exploitation or discrimination of people with disability
- responding promptly to ensure the well-being and protection of participants when dealing with any allegation of violence, abuse, neglect, exploitation or discrimination
- upholding legislation relevant to the protection of legal and human rights and the safeguarding of children and vulnerable persons receiving Intelife services.

Intelife upholds these commitments through a number of protective, preventative and safeguarding mechanisms set out in policies, guidelines and procedures:

- **Recruitment & Selection** of staff /volunteer processes include requirement for National Police Clearance, Working with Children Check, NDIS Worker Screen, completion of NDIS Worker Orientation Module and First Aid certificate
- **Service Access & Safeguarding** processes evaluate risk, individual vulnerability and embed practices that both safeguard and empower people with disability to self-safeguard
- **Annual Service Plan review** process with participants which includes a risk assessment review to ensure rights understanding and safeguarding is put into everyday practice.
- **Incident Reporting & Complaint** processes are promoted annually to participants and staff
- **Staff Training** includes Zero Tolerance (understanding, preventing and responding to abuse), Positive Behaviour Support, Restrictive Practices, Medication Assistance, Hazard reporting and Incident reporting.