



Possability

03CLI-174

Rights Statement

Purpose

The intent of this statement is to affirm OAK Possability's commitment to ethical, respectful and safe practices that ensure positive outcomes for people receiving the services of OAK Possability. This policy recognises people's inherent rights to:

- Confidentiality and privacy
- Freedom of expression
- Self determination
- Be treated with dignity and respect
- Choice and control
- Take risks
- Freedom from discrimination, exploitation, harm, neglect, abuse and violence.

Statement

OAK Possability supports and is committed to the rights of people with a disability as espoused by the United Nations in the Universal Declaration of Human Rights (1948) and the Convention on the Rights of People with a Disability (2008). The principles of the present Convention shall be:

- Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons
- Non-discrimination
- Full and effective participation and inclusion in society
- Respect for difference and acceptance of persons 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.

The purpose of the present Convention is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity. Persons 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 others.

OAK Possability supports and embraces the Principles and Objectives of the *Commonwealth Disability Services Act (1986)*, the *Tasmanian Disability Services Act (2011)* and other relevant legislation, recognising the rights of all service users:

1. The right to be treated as an individual and to be accepted as an individual by staff and management.
2. The right to maintain, and be assisted to develop personal independence, personal choice and personal responsibility.
3. The right to privacy in personal space, records, possessions, relationships and communications.
4. The right to have access to all documents and records relating to them, including individual programme plans and any records that may be kept by OAK Possability.
5. The right to take part in, and make decisions about daily living arrangements and any proposed changes to these arrangements.
6. The right to obtain assistance outside OAK Possability, including the services of an advocate of their choice to assist in decision making.

7. The right to be treated with dignity and respect, and without harassment, abuse or neglect, including the right to have religious, cultural, sexual and emotional needs and preferences accepted and respected.
8. The right to care for themselves as far as they are capable, and the right of access to skills training and opportunities to learn skills to become more independent.
9. The right to an internal, external or independent complaint mechanism.

Standard One of the National Standards for Disability Services further emphasises the rights of people with a disability to be accorded:

- Dignity and respect
- Freedom of expression
- Self-determination
- Choice and control
- Freedom from discrimination, exploitation, abuse, harm, neglect and violence.

Roles and Responsibilities

Title	Responsibility
Management	<ul style="list-style-type: none"> • Supporting, endorsing, enforcing and reviewing this statement and any related guidelines. • Ensuring persons to whom this statement applies are educated as to the meaning and application of this statement and any related guidelines.
Employees	<ul style="list-style-type: none"> • Ensuring they understand and apply this statement and any related guidelines. • Ensuring people are supported in accordance with this statement.