



SISTERS OF THE GOOD SAMARITAN FOUNDATION LTD
DISABILITY INCLUSION POLICY
APPROVED BY THE BOARD ON

INTRODUCTION

The Sisters of the Good Samaritans Foundation Ltd (**GSF**) continue to be inspired by the simple yet powerful parable of the Good Samaritan. It is an invitation to travel that same road with eyes of compassion. Through the inspiration of Archbishop John Bede Polding, Sisters, Oblates and all those involved in GSF ministry commit themselves to live in right relationship with all people and all creation.

Exclusion on the basis of disability is both structural and individual, meaning it is the result of individual attitudes and actions, and also biases in structures, systems, policies and processes throughout communities and societies. Disability inclusion is both a human right and a precondition for sustainable, people-centred development. GSF is committed to its practice and promotion in all we do, including in our workplace, partnerships, projects and individual behaviours. With regard to disability inclusion, specifically, GSF works to empower people with disabilities to claim their own rights, and promote a shared responsibility between people with disabilities and without, to address disability inclusion.

GSF supports organisational diversity with regard to disability, sex, gender, age, language, ethnicity, cultural background, sexual orientation, intersex status, religious or political beliefs, educational level, professional skills, work experience, socio-economic background and career obligations. The organisation aims to embed this support of diversity in recruitment and human resource policies, partnerships, strategies, agreements, organisational reporting, and programs.

PURPOSE

This policy establishes GSF's commitment to promoting disability inclusion, diversity, and non-discrimination, by supporting the empowerment of persons with disabilities. It defines the core

standards of performance expected of the organisation, implementing partners and personnel; and outlines mechanisms to support results that reflect these standards.

SCOPE

This policy applies to:

- GSF personnel (as defined);
- Contractors engaged by GSF;
- GSF funded and other partners (as defined).

GSF's management will take steps to ensure that all GSF personnel, contractors and partners are made aware of their obligations under this policy.

POLICY

It is the policy of GSF and a responsibility of its Board and management to take steps to ensure:

1. A safe, secure and inclusive environment for all personnel, beneficiaries and other stakeholders, in relation to GSF works;
2. Equal conditions, professional development opportunities and remuneration for employees, based on their role and experience, regardless of their identity;
3. Employees' reasonable needs to effectively perform their roles (Reasonable Accommodation). For instance, consideration of assistive technologies, where required.
4. The elimination of barriers (including but not limited to; physical, communication, institutional and attitudinal barriers) which prevent persons with disabilities from enjoying their rights.
5. Safe and accessible mechanisms to address harassment and discrimination; and
6. Systemic and structural practices, including social norms, that hinder the realisation of equal rights and access to these rights and opportunities by all are addressed through GSF works.

GSF understands that identifying barriers to inclusion, as well as opportunities for participation, for those marginalised as a result of disability is vital in promoting disability inclusion. GSF will proactively assess the impact of its projects on people with disabilities, through consultation; as well as supporting its partners and the communities in which it works to address barriers and opportunities for disability inclusion.

INTERNAL OPERATIONS

GSF commits to:

1. Working towards including people of diverse backgrounds and identities, at all levels of the organisation, including on the GSF Board;
2. Clearly stating GSF's commitment to diversity and inclusion in recruitment materials, human resource policies, and all personnel and partnership agreements.
3. Providing GSF's Disability Inclusion Policy, including its Code of Conduct, to all GSF personnel and contractors, and take steps to ensure they understand the Policy.
4. Annually reviewing existing diversity ratios within GSF, reporting results to the Board.
5. Undertaking a periodic assessment (every 3 years) of GSF's disability inclusion practices.

GOOD SAMARITANS FUNDED PROJECTS/PROGRAMS

All GSF funded partners are expected to act in accordance with the principles outlined in this policy.

GSF commits to:

1. Forging partnerships that promote disability inclusion; supported by partnership agreements that reflect the principles and requirements in this policy and are discussed with partners;
2. Taking steps to ensure GSF has a deep understanding of the barriers to and opportunities for inclusion of people with disabilities within each context the organisation operates to support a 'do no harm' approach;
3. Recommending that GSF funded partners develop and implement their own disability inclusion policy or strategy, or formally adopt GSF's Disability Inclusion Policy. The policy/ strategy should be discussed with clients and communities within 6 months of signing a partnership agreement with GSF.
4. Ensuring disability inclusion is included in project planning, monitoring and evaluation. Partner (annual) and project (bi-annual) disability inclusion considerations will be reported to GSF throughout the project cycle. These will include taking a rights-based approach, analysis of barriers to inclusion and participation of people with disabilities, and appropriate mitigation strategies; using appropriate language, disaggregating data to include people with disabilities, and reflecting on the impacts of GSF's works and progress towards disability inclusion.
5. Supporting partners in their disability inclusion work, including assessing capacity, addressing training needs, explaining partnership obligations, as well as regular monitoring and review by GSF.
6. Undertaking a periodic assessment (every 3 years) of the disability inclusion practices of GSF's partners.

A disability analysis and a 'do no harm' approach is necessary for all GSF activities to ensure at minimum that the project/programme does not perpetuate or exacerbate disability exclusion.

DEFINITIONS

Term	Definition
GSF Personnel	Good Samaritans Board of Directors, employees (full time, part-time and casual) and volunteers.
GSF Funded Partners	Includes entities engaged to perform any part of GSF funded activity. These entities have agreed roles and responsibilities monitored by GSF.
Other GSF Partners	Individuals, groups of people or organisations that collaborate with GSF to achieve mutually agreed objectives in development initiatives.
Non-discrimination	Not impeding the recognition, enjoyment or exercise of a person's human rights and fundamental freedoms, based on personal attributes, such as sex, gender, age, language, ethnicity, cultural background, disability, sexual orientation, intersex status, religious beliefs, educational level, professional skills, work experience, socio-economic background, career obligations and other attributes.
Disability	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 others (United National Convention on the Rights of People with a Disability).
Disability Inclusion	Equal opportunities and outcomes for children and adults with and without disabilities.
Diversity	Understanding that each individual is unique and recognising individual differences. These can be along dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, disability, religious beliefs, political beliefs, or other ideologies.
Reasonable Accommodation	Providing necessary and appropriate modifications and adjustments, which do not impose a disproportionate or undue burden, where needed for an individual.
GEDSI	Gender Equality, Disability and Social Inclusion
GEDSI Analysis	A combination of Gender Analysis combined with disability inclusion and mainstreaming aspects ensuring that a planned action, policy, or procedure promotes disability inclusion and empowerment, and harm and exclusion is minimised.

LEGISLATION

GSF personnel, contractors and funded partners must adhere to local and international laws that relate to disability inclusion, anti-discrimination and equal opportunity. These include Australian Commonwealth, state and territory laws, and international conventions and local laws in the countries where the Good Samaritans work:	
Australian Legislation	<i>Disability Discrimination Act 1992</i> <i>Disability Services Act 1986</i> <i>Fair Work Act 2009</i>

State and Territory Legislation	Victoria: <i>Equal Opportunity Act 2010</i> New South Wales: <i>Anti-Discrimination Act 1977</i> Queensland: <i>Anti-Discrimination Act 1991</i> Western Australia: <i>Equal Opportunity Act 1984</i> South Australia: <i>Equal Opportunity Act 1984</i> Tasmania: <i>Anti-Discrimination Act 1998</i> Australian Capital Territory: <i>Discrimination Act 1991</i> Northern Territory: <i>Anti-Discrimination Act 1992</i>
International Conventions	<i>The United Nations Convention on the Rights of Persons with Disabilities</i> <i>The United Nations Convention the Elimination of All Forms of Discrimination Against Women</i> <i>The United Nations Convention on the Rights of the Child</i>

POLICY REVIEW

This policy will be reviewed at least every three years, or as necessitated by legislative changes, incorporating lessons learned.