

Disability Employment Policy

Status Works Pty Ltd (Status) and its parent entity, Inner Western Workskills Inc, recognises and values diversity amongst its staff and is committed to creating an inclusive environment that ensures that equal employment opportunities are available to all staff, including those with a disability.

We seek to provide staff who have a disability with the opportunity to participate in a safe, equitable, discrimination and harassment free working environment.

We will make reasonable adjustments to accommodate staff with a disability. In considering such adjustments, we will have regard to the availability of resources, the number of staff seeking reasonable adjustments and the organisation's priorities.

Status seeks:

To actively facilitate the employment of people with a disability in all suitable areas of employment;

To encourage people with a disability to apply for positions for which they are qualified;

To ensure that people with a disability are treated equitably during all stages of employment, including recruitment, selection, promotion, training, and termination of employment;

To ensure that the needs of people with a disability, such as effective interaction, management and supervision, are recognised in the performance management process;

To ensure that people with a disability can contribute to and participate in the work environment.

Definitions

Disability - The definition of "disability" is very broad and includes:

loss of physical or mental functions;

loss of part of the body;

infectious and non-infectious diseases, for example, a person with AIDS, hepatitis or TB;

the malfunction, malformation or disfigurement of a part of a person's body, for example, a person with diabetes or asthma or a person with a birthmark or scar;

a condition which means a person learns differently from other people, for example, a person with autism, dyslexia, attention deficit disorder or an intellectual disability;

any condition which affects a person's thought processes, understanding of reality, emotions or judgement, for example, a person with a psychiatric condition.

Adjustments refer to the removal of barriers and changes made to any aspect of work to ensure that staff with a disability have an equal opportunity to achieve their full potential as employees.

Status will make reasonable adjustments where such adjustments do not lessen work output requirements, lower work standards or otherwise place Status in a position of 'unjustifiable hardship' in relation to the management of its finances or the pursuit of its legitimate objectives.

Disclosure

A member of staff is not required to disclose an impairment, health condition or disability in the normal course of employment, but he/ she may be asked to disclose and document a disability if requesting adjustments in the workplace.

Confidentiality

Information provided by a member of staff about his/ her disability and health condition is kept strictly confidential. The Organisation may only communicate this information to another person with the consent of the member of staff concerned.