

## **HUMAN RIGHTS POLICY**

Northern Occupational Support Service Inc (NOSS) is committed to protecting the human rights including freedom from abuse of all its employees and clients through its policies and the practices of its employees.

NOSS adopts the Principles and Standards of the Tasmanian Disability Services Act, 1992 and Commonwealth Disability Services Act 1986 (see Appendix 1).

1. Examples of human rights are:
  - Respect for human dignity
  - Privacy
  - Protection against discrimination, and
  - Equal opportunity in employment
2. All employees are responsible for upholding the human rights of coworkers and clients and ensuring that all allegations of abuse are reported.
3. The General Manager will take action in accordance with the NOSS Complaints Policy to ensure that any allegations of human rights abuse are documented and investigated immediately, appropriately and fairly.
4. The Community Access Manager will familiarise all new employees with this policy, as part of their Orientation.
5. The Bluegum Manager will ensure that all crew members receive training on their rights as documented in the Bluegum Employment Manual.
6. NOSS will ensure that all crew members and clients are given information regarding the role of advocacy support and advice on services available to them. Individual crew members or clients will be referred to advocacy support services that are best able to meet their cultural, religious and linguistic requirements.
7. Organisations who may be able to assist include:

Tas Advocacy  
Shop 8, 216 Charles Street  
Launceston  
Phone: 6331 0740

Speakout  
59d Amy Road  
Newstead  
Phone: 6333 0485

National Disability Services Abuse and Neglect Hotline  
Telephone 1800 880 052

Human Rights and Equal Opportunity Commission  
Level 8, Piccadilly Tower  
133 Castlereagh Street  
SYDNEY NSW 2000  
Telephone: (02) 9284 9600 or 1300 369 711

**Related Policies:**

Complaints Policy;  
Anti-Discrimination Policy;  
Counselling and Discipline Policy;  
Privacy Policy;  
Equal Employment Opportunity and Affirmative Action Policy.

## **APPENDIX 1**

### **Human Rights Principles as stated in Tasmanian Disability Services Act 1992 and Commonwealth Disability Services Act 1986**

1. Persons with disabilities are individuals who have the inherent right to respect for their human worth and dignity.
2. Persons with disabilities have the same human rights as other members of society and are entitled to be assisted to exercise these human rights
3. Persons with disabilities have the same rights as other members of society to realise their individual capacities for physical, social, emotional and intellectual development.
4. Persons with disabilities and carers of persons with disabilities have the same right as other members of society to services, which will support their attaining a reasonable quality of life.
5. Persons with disabilities have the same right as other members of society to make and actively participate in, direct and implement the decisions which affect their lives.
6. Persons with disabilities have the same right as other members of society to receive services in a manner, which results in the least reasonable restriction of their rights and opportunities.
7. Persons with disabilities have the same right of pursuit of any grievance in relation to services as have other members of society.
8. Persons with disabilities who wish to pursue such a grievance have the right to adequate support to enable them to pursue the grievance and to pursue the grievance without fear of discontinuation of services or recrimination from any person who may be involved in, or be the subject of, the grievance.