

PROMOTING AND PROTECTING HUMAN RIGHTS

POLICY AND PROCEDURE

Policy Statement

Mypower Foundations recognises all people with disability have human and legal rights which should be respected at all times. Mypower Foundations promotes and protects those rights as an integral component of each and all of its services.

This policy supports Mypower Foundations in applying Standard 1: Rights and ensures the rights of people with disability are upheld during the planning and provision of services.

Specifically, this document pertains to the following specific rights within the Universal Declaration of Human Rights

From the Universal Declaration of Human Rights (UDHR):

Article 1: All human beings are born free and equal in dignity and rights.

Article 2: Everyone is entitled to all the rights and freedoms set forth in the Declaration, without distinction of any kind.

Article 3: Everyone has the right to life, liberty, and security of person.

Article 5: No one shall be subjected to torture or to cruel, inhuman, or degrading treatment or punishment.

Article 7: All are equal before the law and are entitled without any discrimination to equal protection of the law.

Article 21: Everyone has the right to take part in the government of their country and access public services.

Article 22: Everyone, as a member of society, has the right to social security and to the realization of the economic, social, and cultural rights indispensable for their dignity.

Article 25: Everyone has the right to a standard of living adequate for health and well-being, including food, clothing, housing, medical care, and necessary social services.

From the United Nations Convention on the Rights of Persons with Disabilities (CRPD):

Article 3: General principles, including respect for the inherent dignity, individual autonomy, non-discrimination, full and effective participation, and accessibility.

Article 5: Equality and non-discrimination.

Article 8: Awareness-raising about persons with disabilities and their rights.

Article 9: Accessibility to physical environments, transportation, information, and communication technologies.

Article 12: Equal recognition before the law, which emphasizes the legal capacity of persons with disabilities.

Article 16: Protecting persons with disabilities from exploitation, violence, and abuse.

Article 19: Living independently and being included in the community.

Article 21: Freedom of expression and access to information using means such as Braille, sign languages, etc.

Article 26: Habitation and rehabilitation in areas like health, employment, and education.

Article 27: Work and employment, including the right of persons with disabilities to earn a living by working freely.

Procedure

- All people have the right to respect for their human worth and dignity.
- People with disability have the rights of freedom of expression, self-determination and decision-making.
- Mypower Foundations actively prevents abuse, harm, neglect and violence with training that is updated regularly, a no tolerance approach, placing more than one support professional on a client's team where practicable, and encouraging and actively seeking feedback from clients, significant people in their lives, employees, contractors and other services used by clients.
- People with disability have the same right as other people to be able to determine their own best interests and make decisions that will affect their lives.
- People with disability have the same right as other people to realise their potential for physical, social, emotional and intellectual development.
- People with disability have the right to full participation in society equal to other people, according to their individual and cultural needs and preferences.

- Mypower Foundations is committed to providing each individual using a service with information and support to understand and exercise their legal and human using various channels in a way that is preferable for the client.
- All people have the right to privacy of their personal information.
- Mypower Foundations uses skilled employees and contractors and has systems and processes in place to support staff to promote and protect human rights.
- People with disability have the same right as other people to raise concerns and be supported to formalise complaints.
- People with disability have access to support when abuse or harm occurs.
- Mypower Foundations will take all allegations of abuse, harm and neglect seriously and respond according to Best Practice.

Responsibility

This policy applies to all employees, contract workers, temporary agency workers, and volunteers. Employees and contractors are expected to be familiar with, and apply this policy in all their actions. This policy is owned by the Director.

Relevant Legislation and Policies

- Privacy Act 1988
- Work Health and Safety Act 2011
- NSW Disability Services Standards
- National Standards for Disability Services
- Disability Discrimination Act 1992
- National Disability Insurance Scheme Act 2013
- NDIS Code of Conduct
- NDIS Quality and Safeguarding Framework
- Australian Human Rights Commission Act 1986
- Universal Declaration of Human Rights
- United Nations Convention on The Rights of Persons with Disabilities
- Carers Recognition Act 2004
- Guardianship and Administration Act 1990