

Human Rights Policy

Purpose:

The purpose of this policy is to affirm SDA Living Australia's commitment to respecting and promoting the fundamental rights and dignity of all individuals receiving services within our Specialist Disability Accommodation (SDA) programs. This policy guides the provision of care and support to people with disabilities in accordance with human rights principles, ensuring that all participants are treated with fairness, respect, and equality.

Scope:

This policy applies to all staff, contractors, volunteers, and stakeholders involved in the delivery of SDA services, including participants, families, carers, and external service providers. It encompasses all aspects of service delivery, including accommodation, support services, and any other interaction with participants.

Policy Statement:

At SDA Living Australia, we believe that every person has inherent dignity and worth and is entitled to the full enjoyment of their human rights. We are committed to ensuring that all participants in our SDA services are treated with respect, fairness, and equality, while providing opportunities for individuals to exercise their rights and freedoms. We recognise the unique needs of people with disabilities and strive to promote their autonomy, independence, and participation in society in line with human rights standards.

Objectives:

1. **Respect and Dignity:** Ensure all participants are treated with dignity, respect, and fairness in all interactions.
2. **Equality and Non-Discrimination:** Provide services in a manner that is inclusive and free from discrimination, ensuring equal access to opportunities and resources.

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3. **Autonomy and Independence:** Support participants in making their own decisions and choices, promoting their independence and control over their lives.
4. **Access to Rights:** Enable participants to fully exercise their human rights, including the right to participate in community life, make decisions about their care, and access services on an equal basis with others.
5. **Personal Safety and Well-being:** Ensure the safety, security, and well-being of all participants, upholding their right to live free from abuse, exploitation, and neglect.
6. **Accountability and Transparency:** Establish mechanisms for participants to raise concerns, give feedback, and hold SDA Living Australia accountable for upholding human rights standards.

Key Principles:

1. Respect for Human Dignity:

- All participants will be treated with respect, recognizing their inherent dignity and individual worth.
- Their views, preferences, and cultural values will be respected in decisions about their accommodation, care, and support.

2. Equality and Non-Discrimination:

- We commit to providing services that are inclusive, free from discrimination, and accessible to all participants.
- Discriminatory practices based on race, ethnicity, gender, sexuality, disability, age, religion, or any other characteristic will not be tolerated.

3. Participation and Empowerment:

- Participants have the right to actively participate in decisions that affect their lives, including decisions regarding their accommodation, care, and support services.
- We will provide support to enhance the decision-making capacity of participants, empowering them to express their preferences and make informed choices.

4. Right to Privacy and Confidentiality:

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- Participants' privacy will be respected, and their personal information will be protected in accordance with relevant privacy laws and ethical guidelines.
- Confidentiality will be maintained in all matters relating to participant care and support, ensuring their right to control information about themselves.

5. Freedom from Abuse, Neglect, and Exploitation:

- We are committed to ensuring the safety and protection of participants from abuse, neglect, and exploitation, and we will take immediate action in response to any concerns or allegations.
- Staff and contractors are required to comply with all safeguarding policies and procedures to prevent harm and promote a safe living environment.

6. Access to Services and Opportunities:

- Participants will have equal access to the services and opportunities available to them, both within the SDA property and in the broader community.
- We will work collaboratively with participants, families, and relevant agencies to ensure they have the resources and supports they need to fully engage in society.

Responsibilities:

- **Executive Leadership:** Ensure that human rights principles are integrated into the organization's strategic vision and culture, providing necessary resources and leadership to promote human rights throughout the organization.
- **Management Team:** Oversee the implementation of human rights policies and procedures, ensuring that staff are trained and supported in respecting and promoting human rights.

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- **Staff:** Treat participants with respect and dignity, uphold participants' rights, and report any concerns related to human rights violations. Participate in ongoing training to stay informed of best practices in promoting human rights.
- **Participants:** Express their preferences and make decisions about their care and support, in line with their rights to autonomy and self-determination.
- **Families and Carers:** Support and advocate for the rights of the participant, ensuring they are aware of the rights and entitlements of their loved ones under this policy.
- **External Service Providers:** Comply with SDA Living Australia's Human Rights standards when delivering services or supports to our participants.

Implementation:

All staff and contractors will receive regular training on human rights, the rights of people with disabilities, and how to promote these rights in everyday practice. The training will also cover the prevention of abuse, neglect, and exploitation, as well as how to recognize and report any incidents or concerns.

We will ensure that participants are supported to make decisions in a way that respects their rights and choices, including the provision of accessible information and advocacy support where needed.

We will establish and maintain clear and accessible mechanisms for participants to raise concerns or complaints related to the violation of their human rights. Complaints will be handled in a transparent, fair, and timely manner, and the outcomes will be communicated to the concerned parties.

Regular audits of our services and policies will be conducted to assess compliance with human rights standards. The findings will inform continuous improvement efforts and ensure that any gaps in service delivery are addressed promptly.

SDA Living Australia is committed to upholding the human rights of all individuals in our care and creating an environment that supports the dignity, equality, and autonomy of participants. By integrating human rights principles into our services, we

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ensure that participants are empowered, protected, and respected in all aspects of their lives.

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