



CLCs without Barriers

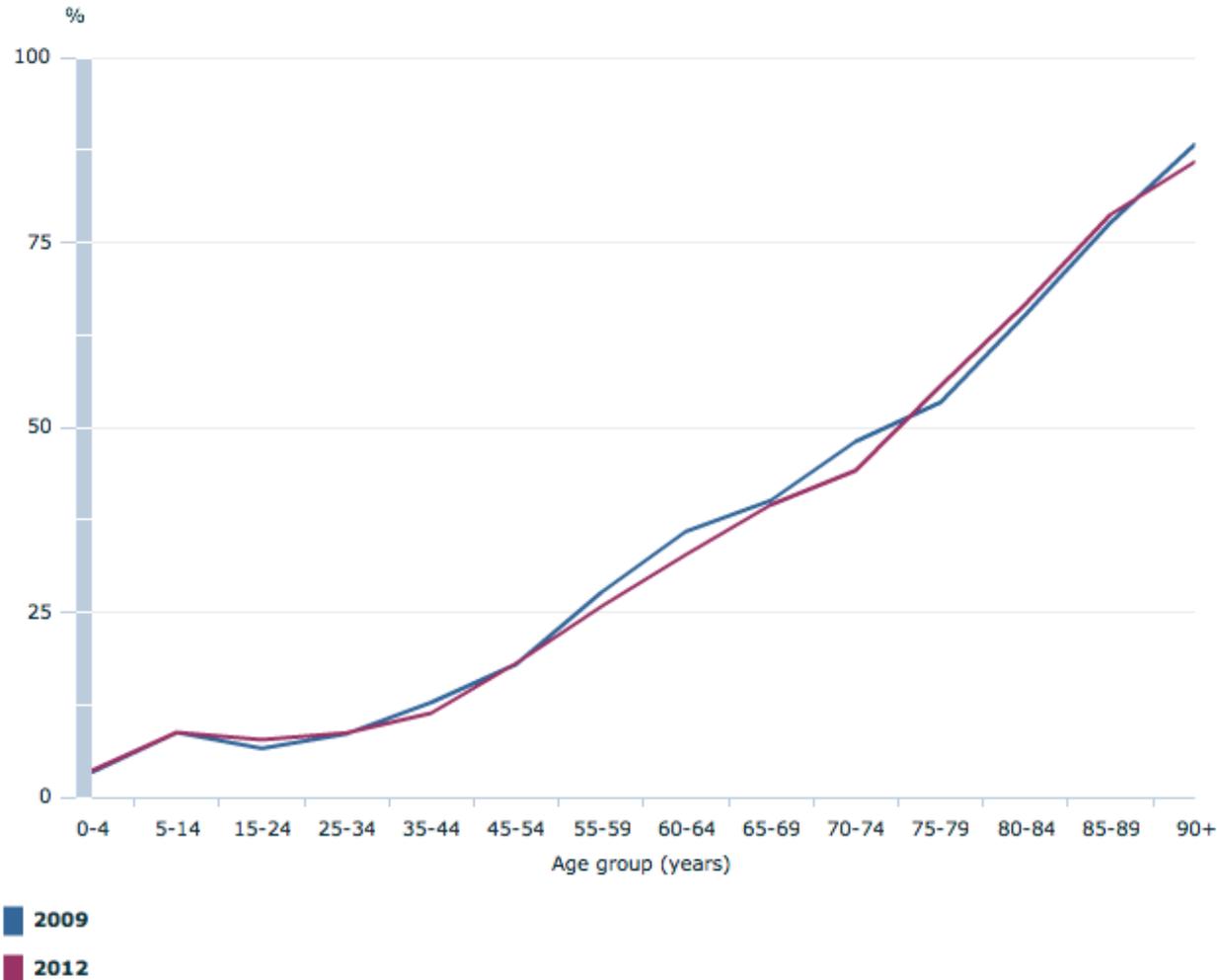
Mark Patrick, Australian Centre for Disability Law

Alastair McEwin, Community Legal Centres NSW

Daniel Stubbs, Inner City Legal Centre

Kairsty Wilson, AED Legal Centre

Why it is important to talk about accessibility?



Nearly one in five Australians reported a disability, with the highest prevalence rates in Tasmania and South Australia reflecting their older populations (ABS, 2012)

Why it is important to talk about accessibility?

Prevalence of legal problems experienced by people with disability 2.2 (Legal Australia-wide Survey, 2012)

Comparison:

- Unemployed 1.6
- Family status Single parent 2.0
- Housing type Disadvantaged 1.4
- Main language Non-English 0.6-
- Regional 0.9

Disability; Definition

Disability is defined broadly under the law and includes:

- Physical disability including sight and hearing impairment
- Physical illness or disease that makes, or has made, any part of the body or brain work differently
- Mental or psychiatric disability — including any behavioural disorder
- Intellectual disability
- Learning difficulty
- Disfigurement or different formation of any part of the body and
- Any organism in the body that could cause disease or illness — for example, hepatitis with no symptoms or HIV with no symptoms.

A disability can be a temporary, permanent, current, past or future condition.

Convention on the Rights of Persons with Disabilities

General Principles:

- Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons;
- Non-discrimination;
- Full and effective participation and inclusion in society;
- Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
- Equality of opportunity;
- Accessibility;
- Equality between men and women;
- Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

Disability; Discrimination

Direct discrimination is defined as treating or proposing to treat a person less favourably, because of his or her disability or the disability of any of that person's associates, than a person without that disability would be treated in the same or similar circumstances.

Indirect discrimination is defined as imposing, applying or maintaining a rule, requirement, practice, condition or other treatment which has the effect of disadvantaging a person with a disability.

Reasonable Adjustment

Reasonable adjustments make accommodations to overcome the barriers that the person with disability experiences.

- Mobility impairment: automated doors/ stair-lifts
- Hearing impairment: vibrating alarms, TTY, SMS
- Vision impairment: CCTV magnifiers, tactile ground surface
- Mental illnesses: to-do lists, support persons
- Intellectual disability: plain language, visual information
- Chronic health conditions: regular breaks, building modification

What are the barriers?

Panel Discussion

Alastair McEwin, Community Legal Centres NSW

Daniel Stubbs, Inner City Legal Centre

Kairsty Wilson, AED Legal Centre

Clients with disabilities



Alastair McEwin, Community Legal Centres NSW
Daniel Stubbs, Inner City Legal Centre

What can we do?

Be guided by the general principles of the *International Convention on the Rights of Persons with Disabilities* :

- Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons;
- Non-discrimination;
- Full and effective participation and inclusion in society;
- Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
- Equality of opportunity;
- Accessibility;
- Equality between men and women;
- Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

What can we do?

What can you do?

- Don't make assumptions on the abilities of the person with a disability
- Respect wishes of the person with a disability
- Always ask before offering help.
- Learn disability etiquettes

Disability Etiquettes

- Avoid asking personal questions about someone's disability
- Be polite and patient when offering assistance
- Listen or ask for specific instructions
- Relax. Anyone can make mistakes
- Refer to the individual first, then to their disability (i.e. "person with disability," rather than "disabled person")
- Avoid terms that imply that people with disabilities are overly courageous, brave, special, or superhuman
- The following terms should be avoided because they can have negative meanings: invalid, able-bodied, wheelchair-bound, victim, crippled, defect, suffers from, handicap, a patient

What your CLC can do?

What CLCs can do?

- Consult local disability services and their clients
- Identify the areas your clients live and services they access, and promote your service
- Recruit a member with skills/knowledge on disability access to the CLC
- Incorporate disability action plan to CLC strategic plan
- to your service plan
- Conduct accessibility audit
- Update policies & procedures
- Attend disability awareness training

Resources

- Specialised Disability legal services
- Resources kits: assisting clients
 - CLC's guide to developing a disability action plan (Federation of CLCs Victoria)
<http://www.lawlink.nsw.gov.au/Lawlink> (Community Info)
<https://www.humanrights.gov.au> (Programs to assist people with disabilities)
- Resources kits: assisting employees
 - <http://www.and.org.au> (Fact Sheets)
<http://www.jobaccess.gov.au> (Workplace Adjustment)



Thank You!