

Victorian Equal Opportunity and Human Rights Commission

Disability Action Plan

2015 to 2017

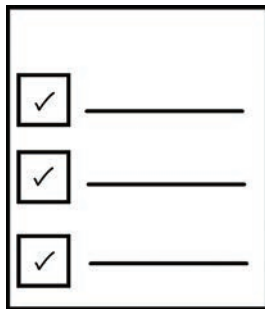
Easy English April 2015





This is about the Disability Action Plan for the Victorian Equal Opportunity and Human Rights Commission.

The plan goes from 2015 to 2017.



There are 16 areas in the Plan.

There is work to do in each area.

We call this work **actions**.

In this book we will talk about

- the Commission
- the plan.

This book is a guide.

You may need to talk to a lawyer or advocate.

The first time we use a hard word it is **blue**.

We will write what the hard word means.

The plan is to help people with disabilities

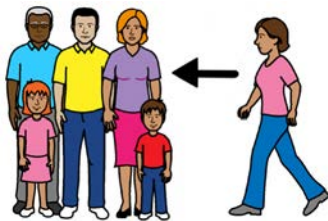
- get **goods and services** and use **facilities** at the Commission
- get a job with the Commission
- **participate** in the community
- be free from **discrimination**.



Examples of goods and services are activities and information like brochures.



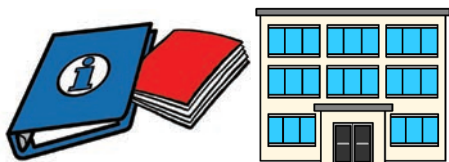
Facilities means buildings.



Participate means to join in.



Discrimination is when another person treats another person unfairly.



Access to our goods, services and facilities



Action 1

We will make it easier to access our buildings and services.

For example

- ramps
- communication boards
- disability awareness training for our staff.



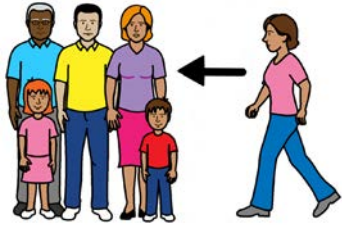
Action 2

We will make it easier to get information from the Commission.

We will give you information in many ways.

For example, we will use

- Auslan – sign language
- video
- audio
- Easy English.



Action 3

We will make it easier to join in with our activities and events, like

- speeches
- public events and forums.



Action 4

We will make it easier for people with disabilities to take part in our training and education programs.



Action 5

We will make it easier for people with disabilities to use our **dispute resolution services**.

Our dispute resolution services let you ask questions and make comments when you have been treated unfairly.

For example

- discrimination
- sexual harassment
- racial or religious vilification.



For more information about this please look at our book **Information on Discrimination**.



Action 6

We want people with disabilities to take part in our major projects.

The Commission works on major projects about discrimination and human rights like

- **research**
- **marketing**
- **education** programs.

Research is when we study something. We then learn more about it and try to make things better.

Marketing is when we tell people about things the Commission does.

Education is when we teach people how to follow the law.



More opportunities to get work with us



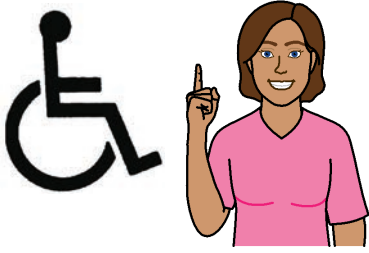
Action 7

We want to help make more **opportunities** for people with disabilities to get a job with us.

Opportunities are when you get the chance to do something.

We will also make sure **reasonable adjustments** are in place for people with disabilities before they start work at the Commission.

Reasonable means fair for everyone.
An adjustment is when you change or fix something.



Action 8

We want to help people from the Commission to work better with people with disabilities.



Action 9

We will teach our managers how to work better with employees with disabilities.



Action 10

We will find ways to make our workplace more accessible for employees.

For example, we will think about people with disabilities when we

- hold online training sessions
- plan meetings
- hold events.



Action 11

We will ask staff what they know about

- disability discrimination
- and
- what we can do better.

We will use the answers to train staff.



Participate in the community

Action 12



We have a **Disability Reference Group**.

We will ask the group about inclusion and participation.

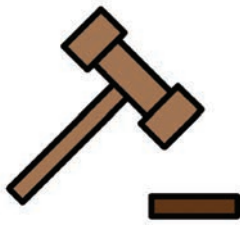
We will use their advice to help promote inclusion and participation.



Action 13

We will make sure that people in Victoria know about the good things people with disabilities do in the community. For example, we will

- share stories on social media
- have events where people in the community can meet each other.



Help with the law



Action 14

We will work with people with disabilities to **advocate** for

- better government laws
- a fairer society
- better access to public life, for example
 - transport
 - education
 - health
 - justice.

Advocate means to

- ask you what is important to you
- tell other people what you said
- get other people to make changes which are good for you.



Action 15

We will teach lawyers and legal workers better ways to help people with disabilities.



Action 16

We will ask people in the community how our education services can be better for people with disabilities.

We will use that information to make our education services better.



We will look at the plan again

?	_____

?	_____

?	_____

All staff will do a survey about this plan.

Managers will make sure we follow the plan.

The **Commissioner** will tell **the Board** about the plan.

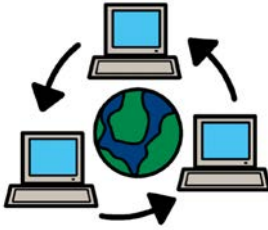
The Commissioner is the boss at the Commission.

The Board is a group of people who make sure the Commission is doing its work.

The Commission will

- report progress to the Disability Reference Group
- get feedback
- add information to our website
- report to government.

Contact us



Go to our website

www.humanrightscommission.vic.gov.au



We are on Twitter

www.twitter.com/VEOHRC



We are also on Facebook

www.facebook.com/VEOHRC



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Scope's Communication and Inclusion Resource Centre
wrote the Easy English. April 2015 www.scopevic.org.au

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