

# **Green Industries SA Disability Access and Inclusion Plan 2020-2024**



**Government  
of South Australia**

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Green Industries SA

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## **INTERPRETING ASSISTANCE OR ALTERNATIVE FORMATS**

This Disability Access and Inclusion Plan is available on the Green Industries SA website at: **[www.greenindustries.sa.gov.au](http://www.greenindustries.sa.gov.au)**

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## Acknowledgement of Country

Green Industries SA acknowledges and respects the Traditional Custodians whose ancestral lands we live and work upon and we pay our respects to their Elders past and present. We acknowledge and respect their deep spiritual connection and the relationship that Aboriginal and Torres Strait Islanders people have to Country.

We also pay our respects to the cultural authority of Aboriginal people and their nations in South Australia, as well as those across Australia.

## Statement from the Chief Executive

Green Industries SA is committed to ensuring its work is accessible and inclusive for all South Australians and based on principles of fairness and respect.

We are committed to implementing South Australia's *Disability Inclusion Act 2018* and the [State Disability Inclusion Plan for South Australia 2019-2023, Inclusive SA](#). We are also committed to supporting the *National Disability Strategy 2010–2020* and the United Nations Convention on the Rights of Persons with Disabilities.

This Green Industries SA's Disability Access and Inclusion Plan 2020-2024 reflects this commitment.

It will guide the agency over the next four years to ensure accessibility of our support, information, services and programs for people living with disability.

We are committed to ensuring continued engagement with people with a disability and in finding ways to improve the development of our policies, programs and service delivery, underpinned by principles of [Inclusive SA](#):

- Inclusive communities for all
- Leadership and collaboration
- Accessible communities
- Learning and employment.

We also acknowledge there are risks relating to priority groups living with disability, including women, children, Aboriginal and Torres Strait Islander people, and culturally and linguistically diverse people. Green Industries SA aims to continue addressing issues of most importance to these priority groups.

Through our various programs, we also aim to continue supporting programs and organisations that are employing or helping people living with disability. An accompanying document titled '*Initiatives supporting Green Industries SA' Disability Access and Inclusion Plan 2020-2024*' summarises some of the agency's priority initiatives underway.

One very important initiative is South Australia's [Single-use Plastics Legislation](#). Through the development and implementation of this legislation, Green Industries SA is carefully considering the needs of people who rely on single-use plastic straws due to disability or medical needs, and ensuring that they remain accessible.

Other initiatives include providing funding for recycling infrastructure which is creating job opportunities at facilities employing people living with disability, as well as projects that are assisting organisations and sites that support people living with disability to make waste management improvements.

I thank everyone who helped provide feedback to help finalise this plan and particularly acknowledge the perspectives of people living with disability who made an important and meaningful contribution in helping our agency to finalise our plan.

Vaughan Levitzke

**Chief Executive**

**Green Industries SA**

## Our vision

To encourage an inclusive community that enables people with disability to fulfil their potential as equal citizens through the programs, services and initiatives delivered by Green Industries SA.

## About Green Industries SA

Green Industries SA is a statutory corporation established under the *Green Industries SA Act 2004* with an appointed board and an administrative unit established under the *Public Sector Act 2009*.

### Objectives and guiding principles

Green Industries SA's objectives under the Green Industries SA Act are to:

- promote waste management practices that, as far as possible, eliminate waste or its consignment to landfill; and
- promote innovation and business activity in the waste management, resource recovery and green industry sectors, recognising these areas present valuable opportunities to contribute to the state's economic growth.

A guiding principle and fundamental legislative and strategic framework for the agency is the **circular economy** – an alternative framework to the wasteful traditional linear economy which relies on making, using and disposing materials.

The circular economy is a self-sustaining system driven by keeping material resources in use for as long as possible, to extract the maximum value while in use, then recovering and regenerating products and materials at the end of a product's life.

### Staff profile

The agency employs a small complement of high performing, skilled staff with expertise in policy development, social and economic innovation, behavioural change and industry assistance. The agency comprises approximately 20 staff. As of October 2020, Green Industries SA did not have any staff with a declared disability.

### Corporate support

Corporate support for the agency is managed through a Service Level Agreement with the Department for Environment and Water (DEW). Green Industries SA participates in public sector wide equal opportunity employment programs and adopts policies and procedures of DEW where it does not have these in place as part of this agreement.

The agency also adopts whole of government policies, including the South Australian Public Sector Disability Employment Strategy and associated Disability Employment Plans prepared by the Office of Commissioner for Public Sector Employment.

## Physical environment

Green Industries SA is located at Level 4, 81-95 Waymouth Street, Adelaide. The agency is co-located in the same building as DEW. Both agencies moved to this location following completion of a new fit-out in 2016.

DEW contracted Disability Consultancy Services Pty Ltd to undertake a disability audit of the base building during the fit-out. The fit-out was designed and certified to meet Australian Standards (e.g. standard desk height 720mm high, with sit-stand options provided); *Disability Discrimination Act 1992* (DDA) compliant accessible sections built into joinery/reception counters to enable wheelchair access, accessible sections beneath café sinks and auto opening doors on both entrances to the tenancy on each floor.

Green Industries SA encourages staff to hire external workspaces with greater accessibility and space for wheelchair access for meetings attended by participants requiring wheelchair or mobility access.

All staff also currently operate under various working from home arrangements and undertake significant work and engagement via online and digital technologies and platforms.

## Strategic context

Green Industries SA's DAIP aligns with the *Disability Inclusion Act 2018 (SA)*, *Inclusive SA: State Disability Inclusion Plan 2019–2023*, the *National Disability Strategy 2010–2020* and the *United Nations Convention on the Rights of Persons with Disabilities* by:

- Demonstrating its commitment to improving the participation of people with disability across a range of areas so that they can enjoy the rights and opportunities provided to all citizens to reach their full potential.
- Providing a systematic approach to help the agency identify and address barriers to access and inclusion and develop strategies that meet the participation and service needs of people with disability.

This DAIP is an active document that recognises community and cultural diversity and acknowledges the valuable contribution of everyone to the social and economic fabric of our society. Further information about the DAIP's strategic context is provided at **appendix 1**.

## Agency programs and activities

Key programs and activities undertaken by the agency include:

<b>Waste strategy and policy</b>	Implementing South Australia's Waste Strategy which sets strategic objectives, targets, and priorities for action to reduce waste sent to landfill in the municipal, commercial and industrial, and construction and demolition sectors. The agency is also progressing a range of policy work in areas including in single-use plastic products and South Australia's food waste strategy.
<b>Grants programs</b>	Investment grants programs and support for innovation, infrastructure, market development, in helping regional areas increase their capacity to recycle, and in supporting councils to provide high-performing kerbside bin systems.
<b>Household Recycling Education Program</b>	The agency's <i>Which Bin?</i> campaign provides cohesive, best-practice advice to South Australian households on recycling tips and behaviours. The campaign uses television, print, outdoor and digital advertising to increase awareness of 'which bin' materials should be placed in.
<b>Disaster waste management</b>	Green Industries SA is the state's Functional Lead for Disaster Waste Management and is responsible for overseeing the implementation the South Australian Government Disaster Waste Management Capability Plan. Its work included coordinating the extensive clean-up of communities following the South Australian bushfires of 2019-20.
<b>Circular Economy Business Support Program</b>	Assisting South Australian businesses to improve efficiencies in resource use (materials, energy, water) and better design upfront to reduce impacts of waste generation, pollution and environmental harm and helping these businesses support their shift to a circular economy. Support is tailored to the needs of small-to-medium businesses in the commercial and industrial sector, along with peak industry bodies (industry associations and business groups).
<b>Circular economy and innovation</b>	Green Industries SA leads circular economy policy development and practical implementation through programs including: Measuring the Circular Economy and benchmarking, the Global Leadership Program on the Circular Economy, and a proposed Centre for Circular Economy Leadership.

**Community programs and services delivered by third parties or contractors:**

<b>Household hazardous waste and farm chemical collection program</b>	<p>Providing the community with a responsible safe collection and disposal service for unwanted chemicals through four new permanent facilities located at: Adelaide Waste and Recycling Centre, North Plympton; Northern Adelaide Waste Management Authority, Edinburgh North; Campbelltown City Council works depot, Campbelltown; Adelaide Hills Region Waste Management Authority Resource Recovery Centre, Heathfield.</p> <p>The service includes Paintback which provides households and commercial painters with an easy option for disposing of unwanted architectural paint and packaging correctly.</p> <p>These facilities, with project planning undertaken by the respective councils, have ensured <i>Disability Discrimination Act 1992</i> compliant accessibility to ensure equal access to the services for people with disability.</p>
<b>BackLight Household Light Globe Recycling</b>	<p>Provides householders with a free light globe collection at any Mitre 10, True Value and Banner hardware store giving access to more than 60 stores state-wide.</p>
<b>Wipe Out Waste Schools Education Program and Community Litter Education</b>	<p>Wipe Out Waste school educational program, litter measurement, reduction and education and the <i>Which Bin?</i> 1300 telephone hotline is funded by Green Industries SA and delivered by Keep South Australia Beautiful <i>environmental solutions</i>.</p> <p>Wipe Out Waste is a state-wide program that assists all sites, from pre-school to year 12. The program offers professional development sessions for teachers, bin material audits and a range of education resources to support waste management. The <i>Which Bin?</i> search engine, <a href="http://www.whichbin.sa.gov.au">www.whichbin.sa.gov.au</a> and the Which Bin phone hotline 1300 137 118 is also delivered by KESAB to provide current information on how, where and what to recycle in South Australia.</p>

## Actions

The **Green Industries SA** Disability Access and Inclusion Plan is structured around the themes and priority areas of the Inclusive SA: State Disability Inclusion Plan 2020–2024.

### 1: Inclusive communities for all

**Social inclusion is a priority for people living with disability as it affects all aspects of their lives. It is our aim that the contributions and rights of people living with disability are valued and understood by all South Australians and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.**

Priority 1: Involvement in the community

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
1. Implementation of exemptions, via regulations following passage of the Single-Use Plastic Bill, for continued access to single-use plastics straws for people with a disability or medical need	3	Manager, Government Business	In time for commencement of the legislation	Exemptions in place
2. Review of Single-Use Plastic legislation including regulations and exemptions for single-use plastic straws	3	Manager, Government Business	In accordance with timeframes detailed within the legislation	Review completed
3. Educational resources in the lead-up to and during implementation of the Single-Use Plastic Legislation are in place and involve people with a disability.	2	Director – Business Manager, Communications, Media and Digital Director – Strategy and Policy	Delivery during 2020 and 2021	Communications materials developed in consultation with disability interest groups and accessible by all members of the public.

Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
4. Ensure opportunities for continued co-design of projects alongside people living with disability (including for projects that might not relate specifically to disability).		Green Industries SA	Ongoing	Opportunities for co-design are identified and input requested from people living with disability.
5. Provide reimbursement for time and expertise when people living with disability are engaged through co-design or similar processes as an important way of recognising the value of their experience, feedback and ideas.		Green Industries SA	Ongoing	People living with disability are provided reimbursement for time and expertise provided through co-design of projects.
6. External internet websites achieve Level A compliance against W3C standards, including during development of updated GISA corporate site	1	Manager, Communications, Media and Digital	By 2022	100% of agency websites currently in use comply with Level A standards where possible.
7. Public communications use accessible technologies and alternative formats where appropriate.	1	Manager, Communications, Media and Digital	Ongoing	Alternative formats provided when required

## 2: Leadership and collaboration

**People living with disability want to have a greater role in leading and contributing to government and community decision-making. It is our aim that the perspectives of people living with disability are actively sought and that they are supported to participate meaningfully in government and community consultation and engagement activities.**

Priority 4: Participation in decision-making

Priority 5: Leadership and raising profile

Priority 6: Engagement and consultation

Action	State Priority #	Plan Responsibility	Timeframe	Measurable Target
8. Consultation and engagement regarding finalisation of Single-Use Plastic Legislation to ensure that people living with disability continue to be engaged and consulted about its outcomes and timeframes for delivery.	4, 5	Green Industries SA through the established Single-Use Plastics Taskforce	Ongoing during 2020 and 2021	The views of people living with disability continue to be represented through finalisation of the Single-Use Plastic Legislation
9. Promote diversity and inclusion through resources and positive imagery for projects and programs that support the community or businesses that support people with disability.	5	Green Industries SA	Ongoing	Promotional material developed featuring positive imagery and promoting diversity and inclusion for relevant initiatives supporting people with disability

### 3: Accessible communities

The accessibility of the built environment, quality services and information is key to ensuring people living with disability are included and have the opportunity to equally participate in all aspects of community life. It is our aim to increase accessibility to public and community infrastructure, transport, services, information, sport and recreation and the greater community.

Priority 7: Universal Design across South Australia

Priority 8: Accessible and available information

Priority 9: Access to services

Action	State Priority #	Plan Responsibility	Timeframe	Measurable Target
10. Ensure future infrastructure projects funded by the agency that will be open to the public considers accessibility and inclusion for those living with disability	7, 9	Green Industries SA	At the time of planning and design for any infrastructure open to the community	Any community infrastructure funded by the agency is compliant with the Building Code of Australia
11. Events and activities sponsored/supported by the agency consider needs of people with disability.	9	Manager, Communications, Media and Digital  Director – Business	Ongoing	People with disability are able to participate in sponsored/supported events or activities.
12. All meetings attended by participants with a declared disability have requirements considered and appropriate arrangements made to improve access and amenity.		All staff		The needs of all meeting participants with a declared disability have requirements considered by GISA and arrangements appropriate made to improve access and amenity.
13. Office accommodation and fit-out meets standards for disability access Building Code of Australia, the Disability (Access to Premises-Building Standards 2020), and best practice autism friendly	7	Department of Environment, Water and Natural Resources	At time of fit-outs and lease negotiations	New fit-out complies with Building Code of Australia, the Disability (Access to Premises-Building Standards 2020), and best practice autism friendly environments.

Action	State Priority #	Plan Responsibility	Timeframe	Measurable Target
environments including sensory environment (colours used, furniture layout lighting, sound reduction measures, smell consideration, traffic flow and crowd number management, wait spaces and incorporation of sensory walls/spaces).				
14. Workplace assessments conducted to identify necessary modifications for employees with a declared disability.	7	Work Health and Safety Co-ordinator	Ongoing	Workplace assessments undertaken within one week of request
15. Ensure that alternative formats for communication are developed as required, including Easy Read, Auslan, pictorial forms, large font, audible options, Braille, subtitles and VoiceOver.	8	Green Industries SA	Ongoing	Alternative formats provided when required
16. Ensure that electronic and traditional communication complies with relevant guidelines for visual impairment (typeface size and style and colour choice and contrast) – standards to be developed for legibility.	8	Green Industries SA	Ongoing	Alternative formats provided when required Standard guidance document for communication to be developed.
17. Ensure that interpreter services are engaged if and when requested.	8	Green Industries SA	Ongoing	Interpreter services provided when required
18. Ensure that reports prepared by consultants and contractors comply with relevant guidelines for visual impairment.	8	Green Industries SA	By end of 2020	A standard guidance document is to be prepared and included as a Special Condition in contracts where appropriate

#### 4: Learning and employment

**Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. It is our aim that people living with disability have access to inclusive places of study and that education and training provides pathways to meaningful and inclusive employment and volunteering opportunities.**

Priority 10: Better supports within educational and training settings

Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning

Priority 12: Improved access to employment opportunities and better support within workplaces

Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
19. Consider eligible candidates on a Disability Employment Service (DES) provider register for vacancies in accordance with Section 65 of the Public Sector Act 2009 (SA) – Employment opportunity programs	12	All GISA leaders, managers and staff	Ongoing	Increased referrals provided to GISA from DES register and consideration of these through recruitment processes.
20. Undertake disability awareness training for all Green Industries SA staff, including in support for understanding issues relating to people living with Autism.	10	All GISA leaders, managers and staff	By 2021	All GISA leaders, managers and staff in HR related roles have attended disability awareness training, including tailored programs specific to people living with Autism.
21. Adoption of Disability Awareness train the trainer model (to be developed by the Office of the Commissioner for Public Sector Employment) for ongoing delivery of training within GISA.	10	Executive Assistant/ Adviser HR	By 2021	Increased knowledge and skills in the agency's ongoing delivery of disability awareness training. All staff have increased awareness of challenges face by people with disability
22. Ensure employment opportunities encourage applications from people living with disability	12	Executive Assistant/ Adviser HR	Ongoing	All job advertisements released by the agency include statements to encourage applications from people living with disability and incorporate guidance from the

Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
				Office of the Commissioner for Public Sector Employment <sup>1</sup>
23. Providing a welcoming and inclusive culture and environment, supported through the use of positive language and the development of an 'Inclusive Language Guide'.	10	Executive Assistant/ Adviser HR	Ongoing	Development of an Inclusive Language Guide which reflects the views and guidelines around language use Guidelines are adhered to consistently across GISA, both in written and verbal communication use.
24. Special Leave with Pay approved for caring for a dependent with disability in line with the Commissioner for Public Sector Employment Determination 3.1. <sup>2</sup>	12	Delegates to approve Special Leave With Pay requests in line with policy	Ongoing	Staff access to special leave with pay in line with Commissioner's Determination 3.1
25. Adopt safe mechanisms for disclosure of disability by employees throughout career cycle to capture existing and acquired disability	12	Executive Assistant/ Adviser HR	2021	GISA adoption of mechanism for disclosure.
26. Promote and provide leadership and career development opportunities for GISA employees with disability	10	All GISA leaders, managers and staff	Ongoing	Increased participation in leadership programs

<sup>1</sup> <https://publicsector.sa.gov.au/people/diversity/disability/>.

<sup>2</sup> <https://publicsector.sa.gov.au/documents/20191121-determination-3-1-employment-conditions-hours-of-work-overtime-and-leave-pdf/>

## Disability access and inclusion plan development

### Consultation

In accordance with the agency's report under regulation 9(4) of the *Disability Inclusion Regulations 2019* (SA):

Green Industries SA publicly released the draft Disability Access and Inclusion Plan (DAIP) on its corporate website, [greenindustries.sa.gov.au](http://greenindustries.sa.gov.au) during September 2020. Submissions received helped the agency to develop its final DAIP which is now published on the Green Industries SA website.

### Implementation process

Overall responsibility for implementing the GISA DAIP rests with the Chief Executive. Responsibility for specific actions is delegated to directors and managers and/or staff responsible for business functions specified in the plan.

Progress with implementing the GISA Disability Access and Inclusion Plan is reported in the agency's annual report as required under Department of the Premier and Cabinet Circular PC013.

### Acknowledgments

Green Industries SA acknowledges the assistance of those who have contributed to the development of this DAIP, in particular:

- Green Industries SA staff
- JFA Purple Orange
- Autism SA
- The Disability Access and Inclusion team, Department of Human Services
- The Office of the Commissioner for Public Sector Employment.
- The Department of Environment, and Water.

Green Industries SA also wishes to acknowledge key stakeholders and members of the community who have helped support the agency's role in improving the participation, access and inclusion of people with disability across a range of projects and policy areas delivered by the agency.

# Appendix 1 – Strategic context and further references

## ***What is disability?***

The *Disability Discrimination Act 1992* (Cth) defines disability as:

- Total or partial loss of the person’s bodily or mental functions
- Total or partial loss of a part of the body
- The presence in the body of organisms causing disease or illness
- The presence in the body of organisms capable of causing disease or illness
- The malfunction, malformation or disfigurement of a part of the person’s body
- A disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction
- A disorder, illness or disease that affects a person’s thought processes, perception of reality, emotions or judgment, or that results in disturbed behaviour. and includes disability that:
  - Presently exists
  - Previously existed but no longer exists
  - May exist in the future (including because of a genetic predisposition to that disability) Is imputed to a person (meaning it is thought or implied that the person has disability but does not).

## ***Disability Inclusion Act 2018 (SA), Inclusive SA***

The *Disability Inclusion Act 2018* supports the South Australian Government’s commitment to ensure access and inclusion planning for people living with disability. It supports the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), acknowledging that people living with disability have the same human rights as other members of the community and that the State and the community have a responsibility to facilitate the exercise of those rights. The UNCRPD is underpinned by eight guiding principles based on respect, equality and non-discrimination and was ratified by Australia in 2008, and the Optional Protocol signed by Australia in 2009.

## ***State Disability Inclusion Plan 2019–2023***

*Inclusive SA: State Disability Inclusion Plan 2019 – 2023* was released in October 2019 by the South Australian Government.

The State Plan is a requirement of the Act and sets a framework to support State authorities to implement the National Disability Strategy 2010–2020 (NDS).

The themes within the State Plan are:

- Inclusive communities for all
- Leadership and collaboration
- Accessible communities
- Learning and employment.

## **United Nations Convention on the Rights of Persons with Disabilities Definition**

The UNCRPD defines persons with disabilities as including those who have long-term physical, mental, intellectual or sensory impairments which interact with various barriers to hinder their full and effective participation in society on an equal basis with others. This broader understanding recognises that disability may also be a product of the environment in which a person lives. Social, attitudinal, economic and cultural barriers can limit participation as can a person's individual circumstances (i.e. the nature and degree of impairment, capacities and skills).

The UNCRPD defines 'discrimination' on the basis of disability to mean "... *any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.*"

## **Australian Government National Disability Strategy**

The Australian Government's National Disability Strategy seeks to promote and guide action and reform across all Australian governments, private enterprises and the broader community<sup>3</sup>.

There are approximately 4.4 million people with disability Australia-wide. The Australian Government's commitment aims to address the barriers faced by Australians with disability and to ensure that services and programs including healthcare, housing, transport and education, address their needs. It aims to also continue to recognise the vital role carers play in providing care, support and assistance to people with disability in order to reach their full potential.

Inherent in Australia's commitment to the UN Convention on the Rights of Persons with Disabilities is an obligation to continually improve the lived experience of people with disability. For government, that not only means improving outcomes through the specialist disability service system but also ensuring that mainstream services, programs and infrastructure are responsive to their needs.

## **People living with Autism**

This DAIP has also carefully considered the below information and resources specific to people living with Autism<sup>4</sup>

Autism is a different way of thinking, a neurological developmental difference that changes the way a person relates to the environment and people around them.

Put simply, autism changes the way that a person sees, experience and understands the world. There are no physical differences between a person with an autism diagnosis and a person without a diagnosis as it is a neurological disability, classifying it as an Invisible or Hidden Disability. Autism can be characterised by differences in social communication, social interaction and engagement in restricted or repetitive behaviours and interests, which can include differences in processing sensory stimuli.

In 2018, the Australian Bureau of Statistics reported that there were 205,200 Australians with autism, a 25.1% increase from the 164,000 people with autism in 2015.

In South Australia, there are more than 15,000 individuals registered with Autism SA. Males were 3.5 times more likely than females to have autism, with prevalence rates of 1.3% and 0.4% respectively.

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<sup>3</sup> Australian Government Department of Human Services: [www.dss.gov.au/disability-and-carers/a-new-national-disability-strategy](http://www.dss.gov.au/disability-and-carers/a-new-national-disability-strategy)

<sup>4</sup> Adapted from input supplied to Green Industries SA from [Autism SA](#)

As of the 31 March 2018, 29% of NDIS participants with an approved plan had a primary disability of an Autism Spectrum Disorder (ASD), making it the largest primary disability category for the NDIS.

Participation in the workforce is important for social inclusion and economic independence, but people with autism spectrum often encounter barriers in entering and staying in the workforce.

In 2018 the Australian Bureau of Statistics reported that the labour force participation rate for people on the autism spectrum was 38.0% among the 94,600 people of working age (15-64 years). This is compared with 53.4% of all working age people with disability and 84.1% of people without disability. The unemployment rate for people on the autism spectrum was 34.1%, more than three times the rate for people with disability (10.3%) and almost eight times the rate of people without disability (4.6%).

In 2020, the Australian Autism Alliance, reported that only 30% of individuals that held a paid job told their employer that they had autism stating that they were concerned that they would be judged negatively (59%), that they were not confident that it would help (42%), not believing that they would understand or that anything would change (41%), or that they were concerned that they would lose the job or have their hours reduced (31%).

Access and inclusive practices:

When developing and planning for implementation of DAIP's, it is important for organisations to understand the broader scope of the term 'disability'. Disability includes both physical and cognitive disability, many of which are invisible but make up the significant number of 1 in 5 people who have a disability. It is also important to note that a significant number of people with disability do not disclose their disability in their workplace. For individuals on the autism spectrum, this is around 70%.

Further reading:

Australian Institute of Health and Welfare 2019. People with disability in Australia 2019: in brief. Cat. no. DIS 74. Canberra: AIHW.

Australian Bureau of Statistics 2018. Disability, Ageing and Carers, Australia: Summary of Findings  
Summary of results from consultation survey to inform a submission into the Federal Senate Select Committee on Autism (2020) Prepared by ACU Engagement for the Australian Autism Alliance  
Authors: Sandra C Jones, Simone Mizzi, Chloe Gordon

Autism Friendly Charter: <https://autismfriendlycharter.org.au/>

Australian Autism Research Council, Australian Autism Research Council: 2019 Research Priorities. (2019)