

Victorian Equal Opportunity and Human Rights Commission

Disability Action Plan 2018 to 2020



Easy English



Victorian Equal Opportunity
& Human Rights Commission



Hard words

This book has some hard words.

The first time we write a hard word

- the word is in **blue**

- we write what the hard word means.

You can get help with this book



You can get someone to help you

- read this book

- know what this book is about



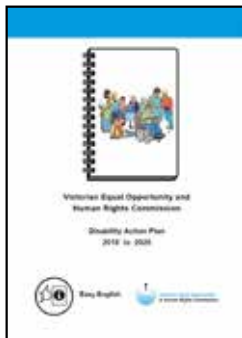
- find more information.

About this book



This book is written by the Victorian Equal Opportunity and Human Rights Commission.

We are also called the VEOHRC.



This book is about our Disability Action Plan.

Our plan is from 2018 to 2020.



Our plan says how we will make our workplace better for people with disabilities.



People with disabilities must be able to

- access our buildings



- use our services



- work with us



- understand the law



- tell us their ideas.

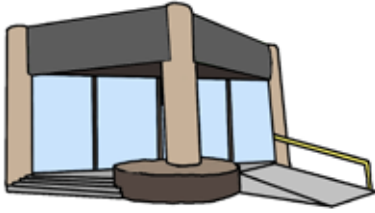
1	_____
2	_____
3	_____
4	_____
5	_____

Our goals

We have 5 big goals in our plan.

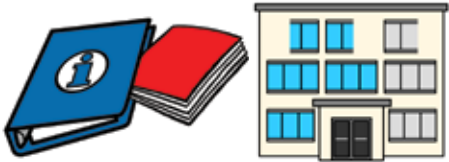
Every goal has **actions**.

Actions are things we will do to reach our goals.

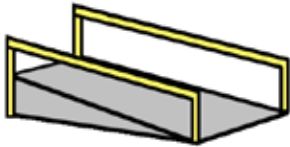


Goal 1 We will make accessible services for people with disabilities

Actions

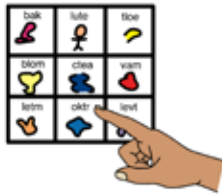


We will make it easier to access our buildings and services.



For example, we will have

- ramps



- communication boards



- disability awareness training for our staff.



We will make it easier to access our information.

For example, we will have information in

- Easy English
- Auslan or sign language.



We will make it easy to access information on our website.



We will train our staff to write information that is easy to understand.



We will make it easier for people with **intellectual disabilities** to access our services.

People with intellectual disabilities might find it hard to learn and do everyday activities.



We will make it easy for people with disabilities to be part of our events and activities.



We will follow laws about disability access and inclusion.

We will make it easy to access information about our legal cases.



Goal 2 We will employ more people with disabilities

Actions

We will



- give work experience to students with disabilities



- give the right supports to people with disabilities



- train staff to give people with disabilities equal job opportunities.



We will train our managers and staff in disability awareness.



We will send job ads to our **Disability Reference Group**.

Disability Reference Group means people who

- know about disability
- give us ideas about disability inclusion.



We will make it easier to read our **policies and procedures**.

Policies and procedures are rules about how we work.



Goal 3 We will help people with disabilities to understand the law

Actions



We will train disability **advocates** about

- **discrimination**
- disability and the law
- intellectual disability and the law
- **legal rights**
- the **complaints** process.



An advocate helps people to

- understand information
- say what they want
- make decisions.



Discrimination means something is **not** fair.



Legal rights means things everyone should be able to

- get
- have
- do.



A complaint means you are **not** happy and want something fixed.



We will have information about how to help people with disabilities in the workplace.



We will get ideas from people with disabilities when we do **research**.

Research means we learn about something.

Goal 4 We will learn from people with disabilities

Actions



We have a Disability Reference Group.

People with disabilities are part of the group.



We will ask the group their ideas about our work.

We will share their ideas with our staff.



Our staff will share information about new

- disability and discrimination laws

- disability and discrimination research.

Goal 5 We will make sure our plan works



Actions

We will check our plan.

We will make sure we do what is in our plan.



We will share information about our plan with people and groups.



We will write a report about the results of our plan every year.



More information

For more information contact
Victorian Equal Opportunity and
Human Rights Commission



Call 1300 292 153



Fax 1300 891 858



Website

www.humanrightscommission.vic.gov.au



Email

information@veohrc.vic.gov.au



Facebook

www.facebook.com/VEOHRC



Twitter

www.twitter.com/VEOHRC



National Relay Service

TTY 133 677

Then ask for 1300 292 153

Speak and Listen 1300 555 727

Then ask for 1300 292 153

Internet relay users connect to the NRS

Then ask for 1300 292 153

© Scope (Aust) Ltd. You may use this document for your own personal, non-commercial purposes only. You must not use the document for any other purpose and must not copy, reproduce, digitise, communicate, adapt or modify the document, or any part of it, (or authorise any other person to do so) without the prior consent of Scope (Aust) Ltd.

Scope's Communication and Inclusion Resource Centre wrote the Easy English in November, 2018. www.scopeaust.org.au

To see the original contact Victorian Equal Opportunity & Human Rights Commission.

The Picture Communication Symbols © 1981-2010 by Tobii Dynavox.

All Rights Reserved Worldwide. Used with permission.

ClipArt © Inspired Services, UK. www.inspiredservices.org.uk

Change People © 2011. www.changepeople.org