

## Access

- Environments, information, services and events are from the beginning to the end able to be accessed (reached, entered, understood) by all individuals

## Access audit

- Detailed examination of a building or facility, generally by independent experts, to assess the use by people with disability.

## Assistive technology

- Any device or system that allows individuals to perform tasks they would otherwise be unable to do or increases the ease and safety with which tasks can be performed.

## Communication

- Includes languages (eg. Auslan), display of text, Braille, tactile communication, large print, accessible multimedia, written, audio, augmentative and alternative modes
- Includes accessible information and communication technology.

## Disability

- Which is attributable to an intellectual, psychiatric, cognitive, neurological, sensory, or physical impairment or a combination of those impairments
- Which is permanent or likely to be permanent
- which may or may not be of a chronic or episodic nature; and
- Which results in –
  - a substantially reduced capacity of the person for communication, social interaction, learning or mobility; and
  - a need for continuing support services

*(WA Disability Services Act)*

## Disability discrimination

- Discrimination is the unjust or unfair treatment of people with disability because they have a disability. Discrimination occurs when a person or people are treated less favourably than other members of the community.
- Discrimination can be both obvious but also subtle.
- In Australia discrimination is against the law when it is based on a personal characteristic; happens in an area of public life; causes loss or humiliation.

*(Australian Human Rights Commission)*

## Diversity

- Understanding that each individual is unique and recognising individual differences.

## Easy English

- Uses simple, concise language and grammar, focuses on key information, minimal punctuation, simple font, layout and design and can use images to add meaning to the text.

## Inclusion

- People are able to participate in every aspect to the fullest extent possible.

## Sharing information regarding disability (disclosure)

- Personal decision to share information to an employer relating to one's health, mental health, disability or personal circumstances
- There is no legal obligation for a job applicant or employee to share information to their employer, unless it is likely to affect their job performance or ability to work safely.
- Having a well-publicised workplace adjustment policy can be one factor that may positively influence whether someone shares information regarding their personal situation.

## Mental Health

- Mental illness is a general term that refers to a group of illnesses.
- A mental illness or mental disorder:
  - is a health problem significantly affecting how a person feels, thinks, behaves, and interacts with other people. It is a diagnosed condition according to standardised criteria (Australian Department of Health)
- A mental health problem:
  - also affects with how a person thinks, feels, and behaves, but to a lesser extent than a mental illness; mental health problems are more common and can include the mental ill health that can be experienced temporarily as a reaction to the stresses of life (Australian Department of Health)

## Psychosocial

- Nervous or emotional condition that restricts everyday activities
- Mental illness or condition requiring help or supervision
- Memory problems or periods of confusion that restrict everyday activities
- Social or behavioural difficulties that restrict everyday activities.

## Workplace adjustment

- Administrative, environmental or procedural alterations to enable a person equal employment opportunity and to work effectively
- May include changes to selection procedures, job redesign, flexible working arrangements, alternative methods of information provision, additional training and specialist assistance and workplace modifications.

For disability specific information refer to Health Direct  
[www.healthdirect.gov.au/](http://www.healthdirect.gov.au/)

This project is a NDIS Information, Linkages and Capacity Building (ILC) initiative.

