Disability Employer Resource
Definitions

# 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

1. which is attributable to an intellectual, psychiatric, cognitive, neurological, sensory, or physical impairment or a combination of those impairments
2. which is permanent or likely to be permanent
3. which may or may not be of a chronic or episodic nature; and
4. which results in –
	1. a substantially reduced capacity of the person for communication, social interaction, learning or mobility; and
	2. 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)

* a 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](https://www.healthdirect.gov.au/)