

## 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.

