



## Human Rights Policy

### 1.0 Purpose

Studio ARTES Northside Inc. ("Studio ARTES") is committed to upholding the human and legal rights of all stakeholders.

This policy provides guidance to our staff and The Studio ARTES Board ("the Board").

### 2.0 Policy Statement

Studio ARTES recognises all people with disability have human and legal rights, which should be respected at all times. Studio ARTES promotes and protects those rights as an integral component of each and all of its services.

#### Principles:

- All people have the right to respect for their human worth and dignity.
- People with disability have the rights of freedom of expression, self-determination, and decision-making, including a right to intimacy and sexual expression. Studio ARTES does not tolerate discrimination based on gender, gender identification, sexuality, religious backgrounds, cultural backgrounds, or political opinions.
- Studio ARTES actively prevents abuse, harm, neglect, and violence.
- People with disability have the same right as other people to be able to determine their own best interests, and make decisions that will affect their lives.
- People with disability have the same right as other people to realise their potential for physical, social, emotional, and intellectual development.
- People with disability have the right to full participation in society equality to other people, according to their individual and cultural needs, desires, and preferences.
- Studio ARTES is committed to providing for each individual using a service with information and support to understand and exercise their legal and human rights.
- All people have the right to privacy of their personal information.
- Studio ARTES employs skilled staff and has systems and processes in place to support staff in promoting and protecting human rights.
- People with disability have the same right as other people to raise concerns and be supported to formalise complaints.
- People with disability have access to support when abuse or harm occurs.
- Studio ARTES will take all allegations of abuse, harm, and neglect seriously and respond according to best practice.
- Studio ARTES does not apply restrictive practices. In circumstances where there is a clear and immediate risk of harm to the member or others, this is a 'Crisis Response'. In such circumstances, immediate intervention may be considered necessary under the Studio ARTES's Duty of Care in order to manage the risk. The incident must be recorded as a Critical Incident.
- Studio ARTES applies the principles of positive behaviour support in conjunction with other service providers and behaviour support professionals.

### 3.0 Related Procedures

- [Choice and Control Procedure](#)
- [Duty of Care Procedure](#)
- [Medication Procedure](#)
- [Member Safety and Security Procedure](#)
- [Member Privacy Procedure](#)
- [Member Advocacy and Support Procedure](#)

### 4.0 Associated Legislation and Standards

- [NDIS Practice Standards and Quality Indicators 2021](#)
- [Australian Human Rights Commission Act 1986](#)
- [Age Discrimination Act 2004](#)
- [Disability Discrimination Act 1992](#)
- [Sex Discrimination Act 1984](#)
- [Racial Discrimination Act 1975](#)
- [Carers Recognition Act 2010](#)
- [Disability Services Act 1986](#)
- [United Nations Convention on The Rights of Persons with Disabilities](#)
- [National Disability Insurance Scheme Act 2014](#)

### 5.0 Responsibilities

Who is in the organisation?	What are they responsible for?
Employees, PSPs, agency staff, contractors, volunteers, members, management, and the Board.	<ul style="list-style-type: none"> <li>• Observe this Policy and associated Procedures ensuring that they are acting in a manner that is consistent with this policy and associated Procedures.</li> </ul>
Studio Managers/Studio A CEO	<ul style="list-style-type: none"> <li>• Implementation and monitoring of the Policy and associated Procedures, including preventative and corrective action.</li> </ul>
CEO and Finance Manager	<ul style="list-style-type: none"> <li>• Ensure that the Policy and associated Procedures are reflected in Studio ARTES documentation; manage updates to policy.</li> </ul>
CEO and the Board	<ul style="list-style-type: none"> <li>• Ensure that a regular review of the Policy and associated Procedures occurs.</li> </ul>

### 6.0 Register of Changes

Date	Version	Major or Minor Change?	Comments
27/4/2018	1.0	Major	New Policy replaces all previous policies
30/8/19	1.1	Minor	Change to roles in table
14.10.19	1.2	Minor	Additional of information about right to intimacy and sexual expression to information about

			freedom of expression, and reference to NDIS Practice Standards and Quality Indicators 2018
16/6/22	1.2	Minor	Completed a copy edit