

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.
Studio ARTES does not tolerate discrimination based on gender, gender identification, sexuality, religious or 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 equal to other people, according to their individual and cultural needs, desires and preferences.
- Studio ARTES is committed to providing 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 to promote and protect 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.

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

- National Standards for Disability Services
- 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 Quality and Safeguarding Framework
- National Disability Insurance Scheme Act 2014

5.0 Responsibilities

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

6.0 Register of Changes

Date	Version	Major or Minor Change?	Comments
27/4/2018	1.0	Major	New Policy replaces all previous policies