



LIVING WITHOUT BOUNDARIES

HUMAN RIGHTS POLICY

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Introduction:

The National Disability Insurance Scheme (NDIS) stands as a cornerstone of Australia's commitment to safeguarding the rights and dignity of people with disabilities. Enshrined within the broader framework of human rights, Living Without Boundaries embodies the nation's pledge to uphold principles of equality, non-discrimination, and inclusion for all Australians, regardless of their abilities.

This human rights policy is a testament to our unwavering dedication to ensuring that Living Without Boundaries operates in alignment with international human rights standards and domestic legal obligations. By articulating clear principles and guidelines, this policy aims to guide all stakeholders involved in disability supports with Living Without Boundaries the realization of a society where every individual, irrespective of their disability, can live a life of autonomy, dignity, and opportunity.

Through this policy, we reaffirm our commitment to promoting the inherent worth and agency of people with disabilities, recognizing their right to participate fully in all aspects of life and to access the support and services they need to thrive. In doing so, we uphold not only the letter but the spirit of human rights, fostering a society that values diversity, respects difference, and celebrates the inherent dignity of every human being.

Principles:

At the core of Living Without Boundaries human rights policy lies a set of foundational principles that guide our approach to disability rights within Allied Healthcare and NDIS Frameworks. These principles serve as beacons, illuminating the path towards a more inclusive and equitable society for people with disabilities:

Dignity: Every individual possesses inherent worth and dignity, regardless of their abilities. We affirm the right of people with disabilities to be treated with respect, recognition, and consideration for their unique identities and experiences.

Equality: Equality is not merely an aspiration but a fundamental human right. We champion equality of opportunity and treatment for people with disabilities, striving to eliminate all forms of discrimination and inequality in access to Living Without Boundaries services and supports.

Non-Discrimination: Discrimination based on disability has no place in our society. We uphold the principle of non-discrimination, condemning all forms of prejudice, stigma, and exclusion faced by people with disabilities, and committing to combatting systemic barriers to their full participation and inclusion.

Autonomy: People with disabilities have the right to make their own choices and decisions, to exercise control over their lives, and to pursue their goals and aspirations with agency and independence. We support the autonomy and self-determination of individuals who obtain services



within Living Without Boundaries respecting their right to participate actively in decisions that affect them.

Inclusion: Inclusion is the cornerstone of a truly equitable society. We advocate for the meaningful inclusion of people with disabilities in all aspects of life, including education, employment, recreation, and community participation. We recognize that true inclusion requires not only physical access but also social acceptance and support.

Accessibility: Access to information, services, and environments is a fundamental human right. We prioritize accessibility at Living Without Boundaries, ensuring that all services, supports, and communication channels are accessible to people with disabilities, including those with sensory, cognitive, or mobility impairments.

By upholding these principles, we reaffirm our commitment to the values of human rights, social justice, and equality for all participants, regardless of their abilities. Living Without Boundaries strive to build a society where every individual can flourish, contribute, and participate fully in the life of the community.

Scope:

This human rights policy applies comprehensively to all aspects of Living Without Boundaries as a company, encompassing its administration, operation, and delivery of services. It is designed to govern the conduct and practices of all stakeholders involved within our services including:

Government Agencies: This policy applies to all government departments, agencies, and bodies responsible for the oversight, funding, and regulation of our practices (i.e., AHPRA, MEDICARE & NDIS). It sets out clear expectations for these entities in terms of upholding human rights principles, ensuring accountability, and promoting transparency in their dealings with people with disabilities.

Service Providers: Service providers within Living Without Boundaries and the NDIS ecosystem are bound by this policy in their delivery of supports and services to participants. They are expected to adhere to human rights standards, provide services in a manner that respects the dignity and autonomy of individuals, and eliminate discrimination and barriers to access.

Participants: People with disabilities both private and who are participants in the NDIS are entitled to the protections and rights outlined in this policy. They have the right to expect fair and equitable treatment, access to appropriate supports and services, and opportunities for meaningful participation in decision-making processes that affect their lives.



Advocacy Groups and Community Organizations: Advocacy groups, disability rights organizations, and community stakeholders play a vital role in promoting and safeguarding the human rights of people with disabilities. This policy recognizes their contributions and encourages collaboration with these entities to advance the rights and interests of individuals both privately and within the NDIS.

Other Stakeholders: This policy also extends to other stakeholders, including caregivers, families, employers, and the broader community. It emphasizes the collective responsibility of society to uphold the rights and dignity of people with disabilities and to foster a culture of inclusion, respect, and support.

By delineating the scope of this policy, Living Without Boundaries seeks to establish a framework for accountability and compliance that ensures that Living Without Boundaries operates in accordance with human rights principles and obligations. Through collective action and commitment, we endeavour to create an environment where the rights of people with disabilities are upheld, protected, and always respected.

Rights-Based Approach:

This policy advocates for a rights-based approach to disability support and services within the framework of the Australian Health Practitioner Regulation Agency (AHPRA) and the National Disability Insurance Scheme (NDIS). A rights-based approach is grounded in the recognition that people with disabilities are rights holders, entitled to the full spectrum of human rights on an equal basis with others. Key principles of a rights-based approach include:

Empowerment: People with disabilities are empowered to exercise their rights, make choices, and participate actively in decisions that affect their lives. Living Without Boundaries aim to facilitate empowerment by providing individuals with the necessary information, support, and resources to assert their rights and preferences.

Non-Discrimination: Discrimination based on disability is prohibited under international human rights law. Living Without Boundaries must ensure that all individuals, regardless of their disability, receive equal treatment and opportunities. This includes eliminating discriminatory practices, attitudes, and barriers that impede access to services and participation in society.



Participation: Meaningful participation of people with disabilities is essential for the development, implementation, and evaluation of policies and programs. Living Without Boundaries will actively engage individuals with disabilities, as well as their representative organizations, in decision-making processes to ensure that their perspectives, needs, and priorities are considered and addressed.

Accountability: Governments, service providers, and other stakeholders involved with Living Without Boundaries are accountable for upholding the human rights of people with disabilities. This entails establishing mechanisms for monitoring, oversight, and redress to address human rights violations and ensure accountability for actions or omissions that infringe upon the rights of individuals.

Accessibility: Access to services, facilities, information, and communication is a fundamental human right. Living Without Boundaries must ensure that its services and supports are accessible to all individuals, including those with diverse disabilities and communication needs. This requires adopting inclusive design principles, providing reasonable accommodations, and addressing barriers to accessibility in all aspects of service delivery.

By adopting a rights-based approach, Living Without Boundaries can advance the realization of human rights for people with disabilities, promote their inclusion and participation in society, and foster a culture of respect, dignity, and equality for all. This policy commits to upholding and promoting the principles of a rights-based approach in the design, implementation, and evaluation of Living Without Boundaries policies and programs.

Key Rights and Obligations:

Within the context of Living Without Boundaries services, specific human rights are paramount to ensuring the well-being and empowerment of people with disabilities. This section outlines key rights and corresponding obligations to guide stakeholders in upholding these rights:

Right to Health: People with disabilities have the right to the highest attainable standard of physical and mental health. Living Without Boundaries must ensure access to healthcare services, including preventive, curative, and rehabilitative services, without discrimination.



Right to Education: Education is a fundamental human right essential for personal development and social inclusion. Living Without Boundaries must support access to inclusive and quality education for people with disabilities, including reasonable accommodations and support services to facilitate learning and participation.

Right to Employment: People with disabilities have the right to work on an equal basis with others, and to enjoy just and favourable conditions of work. Living Without Boundaries should promote opportunities for employment, vocational training, and support services to enable individuals to participate fully in the workforce.

Right to Independent Living and Community Inclusion: Every individual has the right to live independently and be included in the community. Living Without Boundaries must provide supports and services that aim to enable people with disabilities to live in their own homes, participate in community life, and exercise their autonomy and choice.

Right to Accessibility: Access to the physical environment, transportation, information, and communication is essential for the full participation and inclusion of people with disabilities. Living Without Boundaries must ensure that its services and facilities are accessible to all individuals, including those with diverse disabilities and communication needs.

Obligations of Government and Service Providers: Governments and service providers involved in Living Without Boundaries services have a legal and moral obligation to respect, protect, and fulfill the human rights of people with disabilities. This includes adopting laws, policies, and practices that promote equality, non-discrimination, and inclusion, as well as providing adequate resources and support to implement these measures effectively.

By upholding these key rights and obligations, Living Without Boundaries can fulfill its mandate to support the well-being, autonomy, and participation of people with disabilities, contributing to the realization of a society where all individuals are treated with dignity, respect, and equality.

Non-Discrimination and Equality:

Discrimination based on disability undermines the principles of equality and human dignity. Within the framework of the Australian Health Practitioner Regulation Agency (AHPRA) and the National Disability Insurance Scheme (NDIS), the principles of non-discrimination and equality are



fundamental to ensuring that all individuals have equal access to services and opportunities. This section outlines the commitment to non-discrimination and equality within Living Without Boundaries:

Prohibition of Discrimination: Discrimination against individuals with disabilities in any form is strictly prohibited within Living Without Boundaries. This includes direct and indirect discrimination, as well as discriminatory practices, policies, and attitudes that perpetuate stigma and exclusion.

Equal Access to Services: Every individual has the right to access Living Without Boundaries services and supports on an equal basis, without discrimination. Living Without Boundaries must ensure that eligibility criteria, service delivery processes, and allocation of resources are fair, transparent, and free from bias.

Reasonable Accommodation: Living Without Boundaries is committed to providing reasonable accommodations to individuals with disabilities to ensure their equal participation and access to services. Reasonable accommodations may include modifications, adjustments, or auxiliary aids and services that enable individuals to overcome barriers and fully engage in activities and programs.

Promotion of Equality: Living Without Boundaries actively promotes equality of opportunity and treatment for people with disabilities. This includes fostering a culture of inclusion, diversity, and respect within the Living Without Boundaries community, as well as addressing systemic barriers and inequalities that may disproportionately affect certain groups or individuals.

Intersectional Approach: Living Without Boundaries recognizes that discrimination may intersect with other forms of oppression, such as gender, race, ethnicity, sexual orientation, or socioeconomic status. It is committed to adopting an intersectional approach that considers the unique experiences and needs of individuals with multiple marginalized identities and ensures that no one is left behind.

By upholding the principles of non-discrimination and equality, Living Without Boundaries reaffirms its commitment to creating a society where every individual, regardless of their disability, can live with dignity, participate fully in all aspects of life, and contribute to the richness and diversity of our communities.

Inclusion and Participation:



Inclusion and participation are essential components of a society that respects and upholds the rights of all its members, including those with disabilities. Within Living Without Boundaries, promoting inclusion and facilitating meaningful participation are central objectives aimed at empowering individuals and fostering a sense of belonging. This section underscores the importance of inclusion and participation within Living Without Boundaries services:

Meaningful Inclusion: Living Without Boundaries is committed to promoting the meaningful inclusion of people with disabilities in all aspects of life. This includes but is not limited to education, employment, recreation, social activities, and decision-making processes. Inclusion goes beyond mere physical access and requires creating environments that welcome and value the contributions of all individuals.

Community Participation: People with disabilities have the right to actively participate in the communities in which they live. Living Without Boundaries supports initiatives that facilitate community participation, such as social clubs, sports teams, volunteer opportunities, and cultural events. By promoting community engagement, Living Without Boundaries helps individuals build social connections, develop skills, and enhance their sense of belonging.

Access to Decision-Making: Individuals with disabilities have the right to participate in decisions that affect their lives. Living Without Boundaries ensures that participants are actively involved in the planning, design, and review of their supports and services. Additionally, Living Without Boundaries seeks to involve individuals adopting a 'Co-Design' approach in broader policy discussions and decision-making processes related to disability rights and services.

Promotion of Peer Support and Networks: Peer support and networks play a crucial role in fostering inclusion and empowerment within the disability community. Living Without Boundaries supports initiatives that facilitate peer connections, such as support groups, mentorship programs, and online forums. These platforms provide opportunities for individuals to share experiences, exchange information, and offer mutual support.

Accessibility of Information and Communication: Access to information and communication is essential for promoting inclusion and participation. Living Without Boundaries ensures that information about services, supports, and rights is accessible to individuals with disabilities in formats and languages that meet their needs. This includes providing information in alternative formats, such as braille, audio, and plain language, as well as offering interpretation and translation services.



By prioritizing inclusion and participation within Living Without Boundaries services, we strive to create a society where every individual, regardless of their disability, can fully engage in community life, exercise their rights, and pursue their aspirations with dignity and respect. Through collective efforts and collaboration, we can build a more inclusive and equitable future for all individuals.

Monitoring and Accountability:

Effective monitoring and accountability mechanisms are essential for ensuring the realization of human rights within Living Without Boundaries. This section outlines the framework for monitoring compliance with human rights standards and holding stakeholders accountable for their actions:

Monitoring Mechanisms: Living Without Boundaries establishes robust monitoring mechanisms to assess the implementation of human rights principles within our service provision. These mechanisms may include regular audits, evaluations, and reviews of policies, programs, and service delivery practices. Monitoring efforts aim to identify gaps, challenges, and areas for improvement in upholding human rights standards.

Stakeholder Feedback and Participation: Stakeholder feedback and participation are integral to the monitoring process. Living Without Boundaries actively seeks input from participants, advocacy groups, service providers, and other stakeholders to gauge their experiences, perspectives, and suggestions for enhancing human rights protections. Engaging stakeholders in monitoring efforts promotes transparency, accountability, and responsiveness to community needs.

Complaints Mechanisms: Living Without Boundaries establishes accessible and effective complaints mechanisms to address human rights violations and grievances. Participants and other stakeholders have the right to lodge complaints regarding discrimination, abuse, neglect, or other violations of their rights within Living Without Boundaries and their services. Living Without Boundaries responds promptly to complaints, investigates allegations thoroughly, and takes appropriate remedial actions to address violations and prevent recurrence.

Data Collection and Reporting: Living Without Boundaries collects disaggregated data on key indicators related to human rights outcomes and experiences within our services. This data informs evidence-based decision-making, policy development, and accountability efforts. Living Without Boundaries regularly publishes transparent and comprehensive reports on its performance in upholding human rights, including progress, challenges, and areas requiring attention.



Independent Oversight: Independent oversight bodies, such as human rights commissions or ombudsman offices, play a critical role in monitoring and holding stakeholders accountable for human rights compliance within the company, Living Without Boundaries. These bodies may conduct inquiries, investigations, and inquiries into alleged human rights violations, issue recommendations for improvement, and advocate for systemic reforms to strengthen human rights protections.

By implementing robust monitoring and accountability mechanisms, Living Without Boundaries demonstrates its commitment to upholding human rights standards and ensuring the well-being, dignity, and autonomy of people with disabilities. Through ongoing evaluation and improvement efforts, Living Without Boundaries strives to create an environment where human rights are respected, protected, and fulfilled for all Australians.

Training and Capacity Building:

Effective implementation of human rights principles within Living Without Boundaries requires continuous training and capacity-building initiatives for stakeholders at all levels. This section outlines the importance of education and skill development in promoting a culture of human rights within Living Without Boundaries:

Training for Living Without Boundaries Staff: Living Without Boundaries provides comprehensive training programs for staff members as a service provider. These programs cover topics such as disability rights, diversity and inclusion, cultural competency, non-discrimination, and accessibility. Training equips staff with the knowledge, skills, and attitudes necessary to uphold human rights standards in their interactions with participants and the broader community.

Capacity Building for Participants: Living Without Boundaries offers capacity-building initiatives for participants to enhance their understanding of their rights, options, and responsibilities within Living Without Boundaries. This may include workshops, information sessions, and peer support networks that empower individuals to advocate for themselves, make informed decisions, and navigate services effectively. Capacity building promotes self-advocacy, autonomy, and empowerment among participants.

Community Education and Awareness: Living Without Boundaries conducts community education and awareness campaigns to raise awareness of disability rights and promote a culture of respect, inclusion, and support for people with disabilities through the social inclusion initiative “The



Inclusion Project". These campaigns aim to challenge stereotypes, dispel myths, and foster empathy and understanding within the broader community. By engaging with schools, workplaces, and community organizations, Living Without Boundaries promotes positive attitudes towards disability and encourages active participation and solidarity.

Professional Development for Service Providers: Service providers within Living Without Boundaries receive ongoing professional development opportunities, as per AHPRA and NDIS Guidelines to enhance their knowledge and skills in delivering person-centred, rights-based supports and services. Professional development may include training on topics such as trauma-informed care, inclusive communication, assistive technology, and cultural safety. By investing in the professional development of our practitioners, Living Without Boundaries ensures the delivery of high-quality, ethical, and person-centred care.

Continuous Learning and Improvement: Living Without Boundaries fosters a culture of continuous learning and improvement, where stakeholders are encouraged to reflect on their practices, seek feedback, and adapt to changing needs and circumstances. Through collaborative learning networks, communities of practice, and knowledge-sharing platforms, Living Without Boundaries facilitates the exchange of best practices, innovative approaches, and lessons learned in promoting human rights and inclusion.

By prioritizing training and capacity building, Living Without Boundaries cultivates a workforce and community that is equipped to uphold human rights principles, champion inclusion, and support the empowerment of people with disabilities. Through collective learning and action, we can create a society where every individual is valued, respected, and able to achieve their full potential.

Conclusion:

In conclusion, this human rights policy underscores Living Without Boundaries commitment to upholding and promoting the rights, dignity, and well-being of people with disabilities. By embedding human rights principles within the fabric of Living Without Boundaries, we reaffirm our collective responsibility to create a society that values diversity, fosters inclusion, and ensures equal opportunities for all individuals.

Through this policy, we have articulated a clear vision for Living Without Boundaries —one that prioritizes dignity, equality, non-discrimination, autonomy, and inclusion as guiding principles in the delivery of supports and services. We recognize the inherent worth and agency of people with



disabilities and commit to empowering them to exercise their rights, make choices, and participate fully in all aspects of life.

We acknowledge that realizing the vision of a rights-based company requires concerted efforts from all stakeholders—government agencies, service providers, participants, advocacy groups, and the broader community. It necessitates ongoing collaboration, dialogue, and action to address systemic barriers, eliminate discrimination, and promote social change.

As we move forward, Living Without Boundaries remains steadfast in our commitment to monitoring progress, holding stakeholders accountable, and continuously improving our practices to better serve the needs of individuals with disabilities. By working together, we can build a more inclusive, equitable, and compassionate society—one where every person, regardless of their abilities, can thrive and contribute to the richness of our community.

In embracing the principles of human rights, we honour the inherent dignity and worth of every individual and reaffirm our commitment to building a world where all Australians can live with dignity, respect, and fulfillment.

References:

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The Australian Health Practitioner Regulation Agency <https://www.ahpra.gov.au>

These references provide valuable insights, legal frameworks, and resources for understanding and implementing human rights principles within the context of Living Without Boundaries services and the National Disability Insurance Scheme (NDIS) in Australia.