



# Carpentaria's Human Rights Framework

**Carpentaria is launching a range of initiatives and activities over the next twelve months to promote our progress towards becoming a rights based organisation. Carpentaria is aiming to strengthen and enhance our focus on promoting the rights, dignity and respect of participants and staff through our policies, practices and physical facilities.**

We have increased our focus on key areas that impact the everyday lives of individuals and aim to implement a range of strategies that promote the rights of individuals to maximise choices, enhance decision making and increase control of everyday life through access to suitable communicative tools, equipment and information.

Carpentaria will also implement initiatives to enable individuals to expand their control, choices and options through a program of mentorship and education as well as a review of our policies, procedures and practices to embed the rights of individuals across the organisation.

## Carpentaria will adopt the eight guiding principles of the UN Convention on the Rights of Persons with Disabilities:

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|----------|---|----------|---|
| <b>1</b> | <b>Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons</b> | <b>5</b> | <b>Equality of opportunity</b>  |
| <b>2</b> | <b>Non-discrimination</b>   | <b>6</b> | <b>Accessibility</b>  |
| <b>3</b> | <b>Full and effective participation and inclusion in society</b>  | <b>7</b> | <b>Equality between men and women</b>   |
| <b>4</b> | <b>Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity</b>                     | <b>8</b> | <b>Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities</b> |

## Carpentaria's initiatives include:



### Accessible communication in all infrastructure

Carpentaria recognises that accessibility is a key component of our service and a crucial value to uphold. We recognise that everyone has the right to communicate to whoever they want, whenever they want, and wherever they want.

Individuals will be able to participate fully from the moment they engage with Carpentaria, including a communication-friendly and physically accessible environment for all staff and participants. Carpentaria is passionate about participation and inclusion in society and respect and difference for persons with disabilities. Carpentaria aims to promote accessibility to all persons through modifications to the environment, prioritising opportunities and ensuring efficient interaction.



### Mentoring

Carpentaria is committed to providing access to mentoring programs and experiences across a range of innovative platforms to ensure participants have the opportunity to build quality mentor-mentee relationships, both internally and externally.

The use of online media applications will allow participants to engage in real time discussions and receive guidance, encouragement, skill development and increased self-esteem. Mentoring connects individuals to other opportunities and possibilities, whilst enabling the person with a disability to expand their personal and social networks and maintain connectedness to the broader community.



### Policies and Procedures

The review of all Carpentaria's policies and procedures will continue, with a focus on ensuring we promote the rights, decision making and control of participants and employees within each policy and procedure. We aim to create an inclusive and collaborative environment and where possible will create easy-read versions of policies that impact participants and stakeholders.



### Access and equity to innovative technology for information and services

Carpentaria is committed to ensuring that individuals with disability have equal access to Information Communication Technology and other Assistive Technologies, to promote inclusion and equal levels of participation in mainstream society in areas such as education, employment and other community activities.



### Strengthening the feedback and complaints process

Carpentaria is committed to strengthening our feedback and complaints process so that all participants, their families, Carpentaria employees and members of the community can easily and effectively engage with our organisation. This initiative will include easy-read versions of complaints and feedback forms and policies and ensuring that the complaints and feedback forms are easily accessible and available in a range of media modes.



### Alignment of values and principles

The Carpentaria Leadership Team has looked deeply into why we do what we do, exploring the values and resulting principles that we work to. Staff were consulted on a draft set of values to ensure we had captured the essence of all stakeholder interactions with Carpentaria.