



## Integrity and Respect Policy

### SCOPE

CoAbility staff, contractors and volunteers.

### POLICY STATEMENT

This policy sets out CoAbility’s expectations of its staff, contractors and volunteers to support people with disability in a professional and respectful manner.

Our participants come from diverse backgrounds and we are committed towards a culture that celebrates this diversity and builds inclusive, professional and ethical relationships.

We promote integrity and acknowledge the right of each participant to access support that respects their culture, values and beliefs. We encourage people with disabilities to make informed choices, maximise choice and control, collaborate and communicate with us regarding the supports and services provided. Participants will be encouraged to access an external advocate of their choice where required to ensure their rights and interests are respected.

We expect consistent and professional conduct from everyone at CoAbility to ensure that participants are treated with dignity. You are expected to interact with participants transparently ethically, sensitively and honestly and ensure participants feel safe when providing our supports and services. You must not allow any conflicts of interests to compromise your obligations, responsibilities and duties to CoAbility.

You are also expected to interact with a participant’s family members, providers, colleagues and members of the general public with courtesy and respect, care and skill. You must also ensure that a participant’s personal privacy is protected at all times.

We treat any breach of our policies or procedures seriously and encourage reporting of concerns or non-compliance to the CEO, CoAbility.

### ADMINISTRATION

Supporting policies	<ul style="list-style-type: none"><li>● All CoAbility policies</li></ul>
Supporting procedures/documents	<ul style="list-style-type: none"><li>● Staff Code of Conduct</li><li>● Advocacy</li><li>● Choice and Control</li><li>● Conflict of Interest</li><li>● Consent for service delivery</li><li>● Consultation and Co-Design</li></ul>

	<ul style="list-style-type: none"> <li>● Positive Behavioural Support and Restrictive Practices</li> <li>● Staff grievance resolution</li> <li>● Privacy</li> <li>● Social media</li> <li>● Workplace Bullying</li> </ul>
Policy Owner	CEO, CoAbility
Legislation mandating compliance	<ul style="list-style-type: none"> <li>● <a href="#">Privacy Act 1988</a></li> <li>● <a href="#">Disability Act 2006</a></li> <li>● <a href="#">National Disability Insurance Scheme Act 2013</a></li> <li>● <a href="#">NDIS Rules</a></li> <li>● <a href="#">Fair Work Act 2009</a></li> <li>● <a href="#">Health Records Act 2001</a></li> </ul>
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