



Support Worker Central

## **Disability Discrimination act in a nutshell**

The Disability Discrimination Act is a federal law in Australia that aims to eliminate discrimination against people with disabilities. The DDA makes it unlawful to discriminate against people with disabilities in areas such as employment, education, access to premises, and provision of goods and services. The Act defines discrimination as treating someone less favourably because of their disability or imposing requirements or conditions that disadvantage people with disabilities.

The DDA applies to all areas of public life, including government, business, and non-profit organisations. It also applies to all types of disabilities, including physical, sensory, intellectual, and mental health disabilities.

The Act requires service providers to make reasonable adjustments to accommodate the needs of people with disabilities, unless doing so would cause unjustifiable hardship. Reasonable adjustments can include modifications to buildings or facilities, changes to policies or procedures, or the provision of auxiliary aids and services.

Overall, the aim of the DDA is to promote the rights and dignity of people with disabilities and ensure that they have equal access to services and opportunities. By eliminating discrimination, the DDA helps to create a more inclusive and equitable society for people with disabilities.

## **How can a support coordinator ensure the DDA is followed?**

**Know the law:** A support coordinator needs to be familiar with the DDA and understand how it applies to the provision of disability supports and services. This includes understanding the definition of disability, the types of discrimination covered by the Act, and the obligations of service providers under the Act. Example: The support coordinator can work with service providers to develop policies and procedures that promote compliance with the DDA. This can include policies and procedures for identifying and addressing discrimination, providing reasonable adjustments, and ensuring accessibility for people with disabilities.

**Advocate for the participant:** A support coordinator can advocate for the participant's rights and ensure that they are not subjected to discrimination. This includes working with service providers to ensure that they are meeting their obligations under the DDA and advocating for reasonable adjustments to be made to accommodate the participant's needs. Example: The support coordinator can provide training and support to service providers to promote awareness of the DDA and its requirements. This can include training on how to identify and address discrimination, providing reasonable adjustments, and ensuring accessibility for people with disabilities.

**Develop and implement policies and procedures:** A support coordinator can work with service providers to develop and implement policies and procedures that promote compliance with the DDA. This includes developing strategies to identify and address discrimination and providing training and support to service providers to promote awareness of the Act and its requirements. Example: The support coordinator can advocate for the participant's rights and ensure that they are not subjected to discrimination. This can include working with service providers to ensure that they are meeting their obligations under the DDA and advocating for reasonable adjustments to be made to accommodate the participant's needs.



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**Monitor and evaluate compliance:** A support coordinator needs to monitor and evaluate the compliance of service providers with the DDA. This includes gathering feedback from participants about their experiences and ensuring that any issues of discrimination are addressed promptly.

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**Refer to the Australian Human Rights Commission:** If a participant or service provider is found to have breached the DDA, a support coordinator can refer the matter to the Australian Human Rights Commission for investigation and resolution. Example: If a participant or service provider is found to have breached the DDA, the support coordinator can refer the matter to the Australian Human Rights Commission for investigation and resolution.

### **Why is it important to follow the DDA?**

Following the DDA is important because it promotes the rights and dignity of people with disabilities and ensures that they have equal access to services and opportunities. It also promotes a more inclusive society and helps to break down barriers to participation for people with disabilities.

In summary, a support coordinator plays an important role in ensuring that the DDA is followed and that NDIS participants are not subjected to discrimination. By developing strategies to promote compliance with the DDA, advocating for the participant's rights, and monitoring and evaluating compliance, support coordinators can help to ensure that participants receive the high-quality supports and services they need to achieve their goals and improve their quality of life.

Until next time all the best with engaging with those participants and service providers you support.

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