

1.0 PURPOSE

The purpose of this policy is to outline Autism Queensland's commitment to supporting diversity and ensuring access and inclusion for all clients.

Autism Queensland (AQ) is committed to providing all clients with access to high-quality services free from discrimination and accessed in a supportive environment that ensures safety and wellbeing. AQ is dedicated to supporting the understanding of both employees and clients of client rights and responsibilities.

2.0 SCOPE

This Policy applies to all employees and clients who access AQ services. A reference to "employees" includes permanent, fixed-term, temporary and casual employees, directors, contractors, volunteers and other representatives acting on behalf of Autism Queensland in any capacity.

For the purpose of this document, "clients" may refer to: service users; school students; the parents, guardians or carers of clients; or other service users such as organisations.

3.0 POLICY

Autism Queensland is committed to ensuring all policies, practices, services and supports are responsive, respectful, and inclusive of all clients.

This commitment extends to ensuring employees are supported to understand the diverse needs of all clients by providing appropriate training and professional development, resources, and linkages to specialist community support.

Autism Queensland is inclusive of all clients, irrespective of their individual status or characteristics, including but not limited to:

- a) Cultural background;
- b) Religious beliefs and ideologies;
- c) Race, including colour, national or ethnic origin or immigrant status;
- d) Sex;
- e) Pregnancy;
- f) Breastfeeding;
- g) Marital or relationship status;
- h) Family structure;
- i) Sexual orientation;
- j) Gender identity or intersex status;
- k) Ability;
- l) Impairment;
- m) Age;
- n) Political beliefs.

Autism Queensland aims to minimise barriers to clients accessing service in all areas of the organisation.

Autism Queensland reviews and adjusts practice, policy, services and supports where barriers are identified and welcomes feedback from clients, employees, and the community.

4.0 RELATED DOCUMENTS

Legislation and Regulations

Age Discrimination Act 2004 (Cth)
Anti-Discrimination Act 1991 (Qld)
Australian Human Rights Commission Act 1986 (Cth)
Child Protection Act 1999 (Qld)
Disability Discrimination Act 1992 (Cth)
Disability Discrimination and Other Human Rights Legislation Amendment Act 2009 (Cth)
Disability Services Act 2006 (Qld)
Disability Services Regulation 2017 (Qld)
Education (Accreditation of Non-State Schools) Act 2017 (Qld)
Education (Accreditation of Non-State Schools) Regulation 2017 (Qld)
Education (General Provisions) Act 2006 (Qld)
Education (General Provisions) Regulation 2017 (Qld)
Education and Care Services Act 2013 (Qld)
Education and Care Services Regulation 2013 (Qld)
Fair Work Act 2009 (Cth)
Human Rights Act 2019 (Qld)
Industrial Relations Act 2016 (Qld)
National Disability Insurance Scheme Act 2013 (Cth)
Privacy Act 1988 (Cth)
Racial Discrimination Act 1975 (Cth)
Sex Discrimination Act 1984 (Cth)
Workplace Gender Equality Act 2012 (Cth)

Standards and Principles

Australian Privacy Principles
 Human Services Quality Standards
 National Disability Standards (Cth)
 NDIS Quality & Safeguarding Framework
 United Nations Convention on the Rights of the Child

Autism Queensland Quality Assurance

Child Protection (Non-School) Policy & Procedure
 Child Protection (School) Policy & Procedure
 Client Protection (Adult) Policy & Procedure
 Client Service Charter
 Clients' Rights Policy
 Code of Conduct
 Complaints Management Policy
 Recruitment and Selection Policy & Procedure
 Whistleblower Policy

Document Name	Client Diversity and Inclusion Policy		Document Type	Policy	
Document Approver	Chief Executive Officer		Version	V1.1	
Date Created	August 2021	Date Published	February 2022	Next Review Date	August 2023