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**Rights and Anti-Discrimination Policy**

As a company, we believe that like everyone else, people with a disability have the right to respect for their human worth and to be treated with dignity. In addition, they have the right to have full participation in society equal to all other citizens. People with disabilities should have the right to exercise choices that are the same, or close to the conditions of everyday life enjoyed by other people in the community.

Under the Disability Services Act 1993, each person has the right to receive services which respect and promote their legal and human rights and which place them at the centre of decision making on all aspects of the way they live their life. DANJO Plan Management Pty Limited opposes all discrimination in any form, including but not limited to, that based on actual or perceived racial, cultural, nationality or ethnicity, religion, colour, sexual orientation, gender identity, marital status, economic status, body habitus, disability, age or carers responsibility.

DANJO PM ensures that the intent of the following principles are implemented in the course of service delivery.

* All people have the right to respect for their human worth and dignity;
* All people have the right to be free from discrimination, abuse or neglect and receive services which respect and promote their legal and human rights;
* All people have the right to full participation in society equal to all other people, according to their individual and cultural needs and preferences;
* All people have the right to make their own decisions on the way they live their life;
* All people should be able to access information on their rights and be supported to exercise these rights;
* All people have the right to receive services which maintain the privacy of their personal information in line with relevant legislation;
* Equality between men and women;
* Active partnerships between services and people with disability; and where appropriate, their families, friends, carers and/or advocates;
* Duty of care and legislated responsibilities for participant safety may take precedence over confidentiality under certain circumstances (e.g. subpoena)
* When a participant is unable to make a critical decision without assistance, the family, with regard to the best interests of the participant, may provide informal support to make the decision;
* In the case of any disagreement about what constitutes the best interest of the participant or particularly critical decisions, a legally appointed guardian with the specific decision making function may be required to give or withhold consent;
* Sometimes there are disputes between families, legally appointed guardians and service providers in relation to what is in the best interests of participants who lack the capacity to make decisions. If these cannot be resolved through discussion, and a decision is required, it will be made by the legally appointed guardian with that specific function;
* For people exiting the criminal justice system, service providers actively support the person to develop their interests and activities in ways that consider the rights and welfare of the broader community.
* DANJO PM is committed to providing training to staff on the importance of recognising and respecting the legal and human rights of people who use the service;
* DANJO PM is committed to providing training and information to staff which ensures they are skilled in identifying and addressing risk factors and in responding effectively and proactively to allegations of abuse or assault;

Executed by: **DANJO Plan Management Pty Limited**

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Daniel Hislop - Director