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ADVOCACY POLICY

PURPOSE

recognises the importance of ensuring service users' rights to an advocate or representative of their choosing is maintained. The purpose of this policy is to outline the standards that all employees are expected to follow in maintaining service users' rights to advocacy.

SCOPE

This policy applies to all Nulsen Group programs and activities and all employees, Board Directors, contractors, consultants and volunteers.

POLICY STATEMENT

is committed to supporting service users to self-advocate or, in need, supporting them to advocate with a view to removing barriers and practices that discriminate against them so that their rights, interests and wellbeing are achieved, upheld and protected. That is in line with our vision of a community where all people have a full and valued life with the freedom to make decisions and choices. Service users have the right to be supported and/or advocate on their own behalf with a view to:

- Exerting control and influence over the decisions and choices that affect their lives;
- Making choices in pursuit of their wellbeing and life goals;
- Making decisions that affect their lives or, in need, are supported in making those decisions, provided that such support is free from conflict of interest;
- Informing and influencing the policies, processes and practices of governments and service providers that support them; and
- Exercising their human rights as citizens within their local communities for economic participation and social inclusion.

PRINCIPLES

undertakes to adhere to the following Advocacy Principles:

- Assist service users including children and people with disability to be included and take part in activities in the community;
- Maximise choice and independence for service users;
- Recognise that service users may need different forms of support;
- Consider and respect the role of families and other people who are important to the service users ;
- Strengthen and build, where possible, the leadership and capacity of families who are supporting service users including children and people with disability;

- Be aware of the needs of service users with disability
- Be aware of any extra disadvantage a person may have because of, by way of example, their gender, age, education, culture, language, religion, ethnicity, sexual orientation or geographic location;
- Ensure that service users have support, if they need it, to make decisions;
 - Provide a service of high quality and protect the rights of people using the service through adherence to all relevant Commonwealth and State legislation and the United Nations Convention on the Rights of Persons with Disability (2006);
- Choose the least restrictive option possible if a person's rights or opportunities need to be restricted to protect themselves or others; and
- Ensure the rights of service users with regard to privacy, dignity and confidentiality are recognised and upheld.

POLICY CONTEXT AND RELATED LEGISLATION

This policy should be read in conjunction with the Advocacy Policy Procedures and the following associated ##### policies and procedures:

- Bullying and Harassment;
- Community Presence and Participation;
- Decision Making and Choice;
- Duty of Care;
- Freedom from Financial Abuse;
- Human Rights and Freedom Protection from Abuse, Neglect or Exploitation;
- Individual Outcomes;
- Positive Behaviour Support;
- Privacy, Dignity and Confidentiality;
- Restrictive Practices Use;
- Rights of Persons with a Disability;
- Service User Family Relationships;
- Service User Human Relationships and Sexuality;
- Service User Relationships;
- Service User Respect and Dignity; and
- Valued Status.

Additionally, this policy recognises the legal and moral obligations of ##### and it has been framed around the:

- Australian Human Rights Commission Act 1986 (Cth) (as amended 2017);
- Disability Discrimination Act 1992 (Cth) (as amended 2016);
- Disability Services Act 1993 (WA) (as amended 2015);
- Guardianship and Administration Act (1990) (WA) (as amended 2015);
- Sex Discrimination Act 1984 (Cth) (as amended 2016); • Equal Opportunity Act 1984 (WA) (as amended 2017);
- Freedom of Information Act 1992 (WA) (as amended 2017); • Privacy Act 1988 (Cth) (as amended 2016);
- Public Interest Disclosure Act 2003 (WA) (as amended 2017); Advocacy Policy Page 3 of 4 • National Disability Insurance Scheme Act 2013 (Cth) (as amended 2018);
- National Disability Insurance Scheme Quality and Safeguarding Framework 2016; • Disability Services Commission's "Voluntary Code of Practice for Elimination of Restrictive Practices" (2012);
- Standards 1 & 2 of the National Standards for Disability Services (2013); • United Nations Convention on the Rights of Persons with Disabilities (2006);
- United Nations General Assembly's Declaration on the Rights of Disabled Persons (1975); and • The United Nations 'Universal Declaration of Human Rights' (1948).

RESPONSIBILITIES

- ##### is responsible to ensure the effective management within all service streams of the group of service users being able to self-advocate or, in need, being supported to advocate with a view to removing barriers and practices that discriminate against them so that their rights, interests and wellbeing are achieved, upheld and protected and they have a full and valued life with the freedom to make decisions and choices.
- The Chief Executive Officer and Executive Directors are responsible for complying with the spirit of this policy and ensuring that all employees of ##### act in good faith and in accordance with this policy.
- Managers are responsible for monitoring compliance with this policy, and reviewing this policy to ensure that is operating effectively.
- Employees are responsible for:
 - Acting in good faith policy; and
 - Acting ethically and with integrity, honesty and transparency at all times.

BREACHES OF THE POLICY

Any breaches of the Advocacy Policy could constitute a possible act of misconduct. Reference is accordingly made to ##### Employee Discipline and Termination Policy which outlines the relevant processes that may be followed if misconduct is suspected.