



# Human Rights Policy

IPAR is committed to upholding human rights and embedding the responsibility to treat all people with dignity and respect within our organisational culture. We believe that a workplace that embraces and supports diversity and inclusion, will result in improved productivity and enhanced customer engagement, whilst also minimising the occurrence of complaints and issues.

## What Are Human Rights?

Human rights are defined as basic standards of treatment to which all people are entitled, and are about promoting and protecting the values of respect, dignity and equality for every person, irrespective of race, sex, religion, political opinion, disability, sexual orientation, gender identity, social status, age or any other characteristic.

## International Human Right Standards

This Policy is guided by international human rights standards, as encompassed in: The Universal Declaration of Human Rights; The International Covenant on Civil and Political Rights; The International Covenant on Economic, Social and Cultural Rights; and The International Labour Organization's Declaration of Fundamental Principles and Rights at Work.

## Our Commitment

We will actively respect human rights via:

- Policies and procedures that support equal opportunity, promote diversity and ensure our employees, clients and stakeholders are treated with dignity and respect.
- Service delivery procedures that maximise self-determination, choice, control, confidentiality and privacy, and freedom from discrimination, as well as a person centred framework that fosters genuine participation and inclusion throughout service planning, implementation and review.
- Actively encouraging and supporting advocacy as a tool to uphold human rights, and establish active partnerships with advocates, families, friends, and carers to assist in the safeguarding of rights.
- Fostering ongoing, pro-active and collaborative communication with the communities in which we work, including People with Disabilities and Indigenous Australians, to ensure any adverse human rights impacts are minimised or mitigated.
- Training to ensure our workforce understands and values diversity, and to equip them with the skills and competencies to respect differences amongst their colleagues and amongst our clients and customers and to work effectively in cross-cultural settings.
- Provision of a safe and health workplace that complies with applicable safety and health laws, regulations and internal requirements, and the continuous improvement of the health and safety of our employees.
- Established, accessible and appropriate systems to address internal and external grievances and disputes should they arise.
- Ensuring the active identification, prevention and mitigation of any adverse impacts resulting from or caused by our business activities, and if they occur, managing these via legitimate, systematic and prompt processes.

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David Sagar  
Managing Director



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