



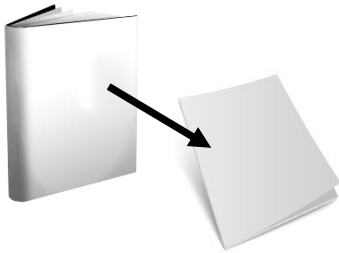
Access Inclusion and
Employment Plan
2022-2025

LIFE WITHOUT BARRIERS



Life Without Barriers has a plan about how we will

- make our business and other businesses more **accessible**
- include people with disability in our business
- employ more people with disability.

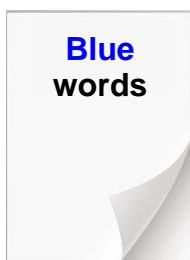


- The plan is called our **Access Inclusion and Employment Plan**.

- This booklet is a summary of the bigger plan.



You can ask someone to help you read this booklet.



Some words in this booklet are **blue**. You can find out the meaning of these words on page 13.

Why do we need the plan?



Having a job is important because it can help you

- feel good about yourself
- feel included in the community
- buy the things you need
- You also have a right to work if you want to



It can be harder for people with disability to

- get a job
- learn new skills
- get promoted



Things that make it hard for people with disability to work are

- being treated differently because of their disability.
- offices and spaces that are hard to get around.
- people thinking that because you have disability, you can't work which is wrong.





Life Without Barriers wants people with disability to be able to

- live the life they want
- to get a job they enjoy.
- all businesses to welcome people with disability

What the plan says we will do



Life Without Barriers will make sure people with disability are welcome and feel safe in our business.



We will employ people with different backgrounds and abilities.



We will help other employers understand why they should employ more people with disability.



We will keep finding ways to make it easier for people with disability to

- work in our business
- understand the way we work.



We will make sure our staff understand how they can

- include people with disability in our business
- employ more people with disability.



We will work with other businesses and share the information we know. We will do this so others know more about disability.



We will tell the government how they can make life better for people with disability by making it easier for people to find jobs.



We want other people and businesses to read our plan. We hope this will help

- other employers to make their own plans
- us make sure we do what we say in our plan.

About the Access and Inclusion Index



The Australian Network on Disability tells businesses how they can be more **accessible** and **inclusive**. The **Australian Network on Disability** is also called **AND**.



AND says there are 10 things we need to think about to make our business more **accessible** and **inclusive**.



The 10 things we need to think about are

- **Commitments**. This means we promise to make our business **accessible** and **inclusive** for our staff and clients with disability.



- **Offices.** This means we must make it easy for people with disability to use our buildings and spaces.



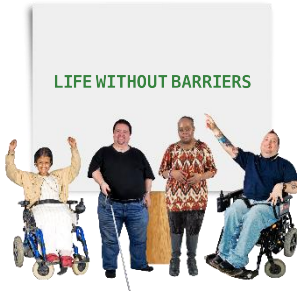
- **Communication.** This means we must provide information in ways that are easy for people to understand.



- **Technologies.** This means we must use different **technologies** that make it easier for people with disability to work and get information.



- **Workplace adjustments.** This means we must make changes to our workplace to make it easier for people with disability to work in our business.



- **Recruitment** . This means we must employ more people with disability at every level of our business. For example as managers as well as other staff.



- **Career development.** This means we must give people training so they can keep learning and do different kinds of work.



- **Services.** This means we must make our services easier to use for people with disability.



- **Suppliers and partners.** This means when we work with other businesses we must make sure they are **inclusive** of people with disability.



- **Innovation.** This means we must always look for new ways to make our business more **accessible** and **inclusive**.

More jobs for people with disability



In our plan we have set some goals about how many of our staff will be people with disability.

We want:

- more people with disability coming to work for Life Without Barriers
- to encourage the government and other business to make it fair for people with disability to be able to work if they want to.

About the Disability Ability

Wellness Network



We have a group of staff called the **Disability Ability Wellness Network**. This will also be called **DAWN**.

Staff at DAWN will talk about ways we can support people with



- disability
- problems with their health that last a long time
- **mental health** .

More information



You can read the full Access Inclusion and Employment Plan.

Go to our website: www.lwb.org.au



You can ask questions about the plan

Email: info@lwb.org.au

Phone: 02 4033 4500

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#EmploymentWithoutBarriers

**LIFE
WITHOUT
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