



## **The Red Door Community Church**

Unit 4/33 Hammond Road

Cockburn Central WA

## **Disability Access Management Plan**

Applicable to

Unit 4 Upper Level

January 2021

## **1. Objective**

The objective of this Disability Management Plan is to ensure that the Unit 4 Upper Level covered by this plan can accommodate people with physical disabilities in a safe, equitable and dignified manner.

## **2. Legislative responsibility**

Organisations have a responsibility, under federally legislated Disability Discrimination Act (1992) (DDA) to provide equitable access to goods and services and to premises used by the public. If access to a building is provided in accordance with The Disability (Access to Premises – Buildings) Standards 2010 (Premises Standard) then the provision of access, to the extent covered by these Standards, will meet the DDA.

The DDA provides uniform protection against unfair and unfavourable treatment for people with a disability in Australia. It also makes it unlawful to discriminate against a person who is an associate, such as a carer, friend or family member. The Act supports the principle that people with a disability have the same fundamental rights as the rest of the community and this includes the opportunity to be employed, purchase goods and services, gain access to premises used by the public and the like. Equitable and dignified access must be provided and a complaint can be made under the DDA if appropriate access is not provided.

## **3. Application**

3.1 This Disability Management Plan for The Red Door Community Church applies to:

3.1.2 Any present or future employee with a disability

3.1.2 Any congregation members with a disability

3.1.3 All visitors with a disability

3.2 The congregation member, staff member or visitor with the disability may have:

3.2.1 A long term disability

3.2.2 An episodic disability or

3.3.3 A short term disability

## **4. Overview**

The Upper Level within Unit 4 that contains BCA Class 5 Offices has been identified as falling under the Access to Premises Standard 2010 small building concession D3.3(f) in regards to the requirement to provide lift access (.i.e.it is not required at this time). However, it is noted that independent access for people who are unable to negotiate stairs is not provided. The Upper Level of Unit 4 is primarily offices for use by staff. When required, The Red Door Community Church will ensure that independent access to meetings scheduled in the upper Level will be managed by a non discriminatory booking or consultation procedure.

## 5 Procedure

5.1 For use by congregation members, visitors and Staff- Any congregation member or staff with a disability, requiring access to the Upper level Offices, would be known to the Church.

5.1.1 Where a congregation member/staff member is occasionally requiring access to the Upper Level Offices an alternative and fully accessible room will be sourced and used which provides the same amenity on the ground floor.

5.1.2 Where a staff member has a physical disability and regularly requires access to the Upper Level offices, reasonable adjustments will be made to ensure equitable and dignified access is provided.

5.2 For use as a Meeting Space utilized by congregation members, visitors and Staff will be managed by a formalised booking system.

5.2.1 Where meeting attendees are unknown, the booking officer will enquire if access for a person with a physical disability is required. Where a meeting participant has a physical disability the meeting will be scheduled in an alternative, fully accessible ground floor room.

5.2.2 Where a staff member has a physical disability and is unable to independently access the Upper Level offices, reasonable adjustments will be made to ensure equitable and dignified access is provided.

5.3 Where a prospective staff member or congregation member with a disability is recruited or attends meetings regularly, where applicable, access constraints into the Upper Level offices will be discussed and the entitlement of reasonable adjustments will apply.

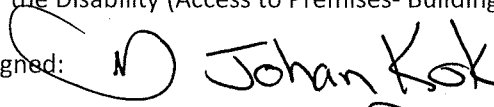
5.4 Should the function or intended use of the Upper Level Offices be altered or changed then 5.1 and 5.2 will be reviewed and amended to ensure that The Red Door Community Church has a non discriminatory access process.

## 6 Reasonable Adjustments

Reasonable adjustments are workplace changes that enable people with disabilities to work in their job effectively with equal benefits, terms and conditions of employment as other employees.

Any physical adjustment to the building or individual solutions will be undertaken in a timely manner and in consultation with the member of staff or congregation member with a disability. The outcome of the individual solution will meet the specific needs of the employee or congregation member requiring the adjustment and will reflect the requirements of the relevant and most current version of the Disability (Access to Premises- Buildings) Standard.

Signed:

 Johan Kok

Designation of person signing :

Operations Coordinator

Date: 23/02/2021