

# EQUITABLE ACCESS POLICY

## COMMUNITY POLICY



### 1 Scope

This policy applies to all facilities, services, programs, activities and information under the control of Rockhampton Regional Council. It is also applicable to all Council employees and contractors who are acting on Council's behalf or engaged in Council business.

### 2 Purpose

The purpose of this policy is to provide a framework to support Council's commitment to promoting inclusiveness and equitable access in the design, development and operation of Council facilities, services, and programs.

### 3 Related Documents

#### 3.1 Primary

Nil

#### 3.2 Secondary

*Age Discrimination Act 2004 (Cwth)*

*Anti-Discrimination Act 1991*

*Australian Human Rights Commission Act 1986 (Cwth)*

*Building Act 1975*

*Civil Liability Act 2003*

*Disability Discrimination Act 1992 (Cwth)*

*Disability Services Act 2006*

*Human Rights Act 2019*

*Local Government Act 2009*

*Multicultural Recognition Act 2016*

*Racial Discrimination Act 1975 (Cwth)*

*Sex Discrimination Act 1984 (Cwth)*

*Work Health and Safety Act 2011*

Building Code of Australia

Disability (Access to Premises – Buildings) Standards 2010

Disability Standards for Accessible Public Transport 2002

Equal Employment Opportunity Policy

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|-------------------|---------------------------|-------------|----------------------------|
| Adopted/Approved: | Adopted, 13 December 2016 | Department: | Community Services         |
| Version:          | 1                         | Section:    | Communities and Facilities |
| Reviewed Date:    | 2 May 2025                | Page No:    | Page 1 of 3                |

## 4 Definitions

To assist in interpretation, the following definitions apply:

|                  |  |
|------------------|--|
| Access           | The practice of ensuring that all members of the community have the opportunity to access information, facilities, services and activities regardless of individual circumstances, characteristics, abilities or background.   |
| Council          | Rockhampton Regional Council   |
| Discrimination   | The practice or act of treating a person unfavourably because of a personal characteristic protected by state and federal law.   |
| Diversity        | Refers to the variety of differences between people, including ethnic background.  |
| Employees        | Local government employee:<br>a) The Chief Executive Officer; or<br>b) A person holding an appointment under section 196 of the <i>Local Government Act 2009</i> .   |
| Equitable Access | Ensuring fair and socially just opportunities to access services, information, programs, facilities, and opportunities to engage in civic life.  |
| Fair and Just    | The criteria to determine whether an opportunity is fair and just is:<br>a) All reasonable steps have been taken to provide information;<br>b) The person has not been discriminated against; and<br>c) It will not cause 'unjustifiable hardship' to the person or organisation providing the access. |
| Inclusiveness    | The practice or act of creating an environment where people feel included regardless of individual circumstances, characteristics, abilities, culture or background.   |
| Region           | Rockhampton Regional Area defined by the Local Government Areas of Queensland.   |
| Universal Design | The design of products, environment, programs and services to be usable by all people to the greatest extent possible without the need for adaptation or specialised design.   |

## 5 Policy Statement

Council values the contribution that residents and visitors make to the Region and is committed to improving accessibility and inclusion for all, with practices that respect the diversity of backgrounds, abilities, values, beliefs and lifestyles of people within the community.

Recognising that equitable access maximizes participation and social inclusion in the community, Council seeks to achieve the following outcomes.

### 5.1 Access to Facilities, Spaces and Amenities

Council ensures that all relevant standards are applied to planning and development within the Region, encouraging proactive processes that promote universal design. Wherever possible, Council strives to go beyond the minimum standards to improve access to its buildings, facilities, public spaces and streetscapes.

### 5.2 Access to Information and Services

Council delivers information in clear and accessible formats and media and provides services that are inclusive and responsive to community needs. Council provides training for employees to enhance their capacity to identify and remove any barriers to equitable access in the planning and delivery of services.

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### 5.3 Advocacy and Engagement

Council seeks to influence public policy and resource allocation advocating for equitable funding, service delivery and planning to address the needs of diverse groups and individuals. It engages with the diverse community to seek guidance in identifying issues for planning and advocacy.

### 5.4 Employment

As a major regional employer, Council continues to set an example as an organisation which rejects discrimination, acknowledges the benefit of diversity among its employees, and promotes equality of opportunity in all aspects of employment including recruitment, promotion and development.

### 5.5 Celebration and Participation

Council seeks to create an inclusive community that celebrates and values diversity by supporting local events, festivals and activities that promote pride, harmony, and respect for all. It will provide meaningful and inclusive capacity building opportunities to create pathways for people to connect, learn and enhance their strengths, overcome disadvantage, and foster a cohesive community.

## 6 Review Timelines

This policy is reviewed when any of the following occur:

- (a) The related information is amended or replaced; or
- (b) Other circumstances as determined from time to time the Council.

## 7 Document Management

|                        |   |
|------------------------|---|
| Sponsor                | Chief Executive Officer                 |
| Business Owner         | General Manager Community Services      |
| Policy Owner           | Manager Community Assets and Facilities |
| Policy Quality Control | Legal and Governance                    |

## OUR VALUES



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