

Fairtrade Australia & New Zealand

Disability Inclusion Policy

1. Introduction

Fairtrade Australia and New Zealand (Fairtrade ANZ) aims to provide equality of opportunity to all employees, and aims to ensure the workplace is free of all forms of discrimination, including gender inequality. Its operations are guided by policies and procedures outlined in its Employment Policies and Procedures¹. The objective is to create and sustain a work environment that supports and assists each individual to reach their maximum potential.

Fairtrade ANZ acknowledges the Convention on the Rights of Persons with Disabilities (CRPD).

2. Related Policies

- Diversity, Equity and Inclusion Policy
- Employment Policies and Procedures
- Gender Equality Policy
- Partnerships Policy and Procedures

3. Related Legislation

Australia:

- Disability Discrimination Act 1992
- Fair Work Act 2009
- Australian Human Rights Commission Act 1986
- Equal Opportunities Act 2010 (Victoria)
- Work Health and Safety legislation for each State

New Zealand:

- Human Rights Act 1993
- New Zealand Bill of Rights 1990
- NZ Public Health and Disability Act 2000
- Employment Relations Act 2000
- Accessibility for New Zealanders Bill (2022) - not yet passed into law

4. Scope

This policy aims to mainstream disability inclusion in all aspects of Fairtrade Australia and New Zealand's programs and activities, and to outline relevant obligations and responsibilities.

Fairtrade Australia and New Zealand is committed to inclusive development practices. People with disabilities have the same rights as all people, and society is obliged to ensure these rights are accorded and protected. Listening to the voices of people with disabilities is the critical first step in an inclusive, rights-based approach.

Disability intersects with other diversity areas, especially gender equality and sexuality, age, cultural diversity, indigenous people, and people in remote locations. Women and girls with disabilities experience multiple disadvantages resulting from the interplay between poverty and discrimination on the basis of gender and disability. Fairtrade ANZ is committed to an intersectional approach to disability inclusion which links to its commitments on gender equality.

5. Who does this policy apply to?

This policy applies to all employees (full-time, part-time and casual), external contractors and consultants employed or engaged by Fairtrade ANZ.

The policy also applies to Fairtrade farmer organisations and support organisations that work alongside Fairtrade ANZ in its development work.

6. Definitions

Inclusive Development: Inclusive development is an equitable development approach built on the understanding that every individual and community, of all diverse identities and experiences, is instrumental in the transformation of their own societies. Their engagement throughout the entire development process leads to better outcomes.

People Centred Development: Development practices that place the empowerment of people and their right to make choices about their communities at the forefront of activities.

People with disabilities: The term 'people with disabilities' is conceptualised as including those who have episodic or long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others. This reference to disability is based on the characterisation of persons with a disability in Article 1 of the UN Convention on the Rights of People with Disabilities (CRPD).

7. Implementation

Disability-inclusive development is integral to Fairtrade ANZ's mission, impacting all operational areas and ensuring everyone has equal access and participation in our activities and programs.

The following mechanisms and responsibilities are set to achieve this goal.

Inclusive Employment Practices

Fairtrade ANZ's employment policies and procedures reflect our commitment to non-discrimination and equal opportunity. Key practices include:

- **Non-Discrimination:** Fairtrade ANZ prohibits discrimination against employees and contractors on the basis of sex, age, religion, race, ethnicity, economic status, caste, citizenship, sexual identity, ability/disability, and urban/rural locality.
- **Flexible Working Hours:** All employees have the option for flexible working arrangements to balance work and family responsibilities.
- **Equal Pay and Opportunity:** Fairtrade ANZ offers equal pay based on experience and skills and provides equal access to career development and training.
- **Safe Work Environment:** Fairtrade ANZ is committed to a workplace free from discrimination, harassment, bullying, and victimisation.

Disability Inclusion in Programmes

Fairtrade ANZ supports the active and equal participation of people with disabilities across all programmes, aiming to maximise inclusivity and accessibility. This is achieved by:

- **Mainstreaming Disability Awareness:** Disability inclusion is embedded across all programmes and activities.
- **Disability-Focused Initiatives:** Programmes are designed to address the specific needs and barriers faced by people with disabilities.
- **Non-Discrimination in Programme Design:** All programmes actively consider potential impacts on people with disabilities.
- **Regular Review for Compliance:** Fairtrade ANZ regularly reviews programmes against the ACFID & CID Codes of Conduct to maintain inclusive development practices.
- **Private Sector Engagement:** Fairtrade ANZ promotes the business case for disability inclusion within Fairtrade farmer organisations, traders and licencees.
- **Encouraging Leadership:** We support and promote the inclusion of people with disabilities in decision-making and leadership roles within Fairtrade farmer organisations, traders and licencees.

Organisational Commitment to Disability Inclusion

Fairtrade ANZ demonstrates organisational commitment to disability inclusion by setting clear goals and actions, including:

- **Disability Inclusion Focal Person:** Appointing a coordinator responsible for disability inclusion efforts, ensuring alignment with the CRPD and Fairtrade ANZ's policies.
- **Training and Education:** Providing regular training to personnel and partners on disability inclusion, including practical methods for accessible programming.
- **Accessible Communication:** Ensuring public and stakeholder communications are accessible, using plain language and formats that consider disabilities.

Inclusive Planning and Contextual Analysis

Inclusive planning is central to Fairtrade ANZ's approach, involving:

- **Consultation with People with Disabilities:** Actively consulting with people with disabilities during programme and project planning.
- **Barrier Analysis:** Conducting contextual analyses to identify and address social, economic, and cultural barriers that may impact people with disabilities.

Decision-Making and Leadership Opportunities

Fairtrade ANZ is committed to providing meaningful participation opportunities for people with disabilities in decision-making:

- **Encouraging Representation:** Involving people with disabilities in advisory roles and leadership opportunities within Fairtrade ANZ's initiatives.
- **Governance Structures:** Reviewing governance to ensure inclusive decision-making, with updated guidelines promoting disability representation.

Monitoring, Evaluation & Learning (MEL) Framework

Fairtrade ANZ's MEL framework supports tracking and improvement of disability inclusion efforts:

- **Disability-Inclusive Indicators:** Integrating disability-specific indicators and targets in the MEL framework to measure empowerment and participation.
- **Disaggregated Data Collection:** Gathering disability-disaggregated data at all stages of project evaluation to assess impact and effectiveness.
- **Accountability and Reporting:** Conducting regular reviews of disability inclusion progress and documenting results in annual reports, ensuring transparency and accountability.

8. For More Information

For more information or to report any concerns/violations, please contact info@fairtrade.com.au or info@fairtrade.org.nz

9. Approval and Review

This policy will be reviewed once every 3 years. to ensure it aligns with best practices in disability inclusion and reflects any updates in relevant legislation or sector standards. Reviews will involve consultations with internal stakeholders, including employees and partners, as well as external DPOs to incorporate feedback and lived experiences into the policy's evolution.

Approved By Board:

November 2024

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