

Bali Children Foundation LTD
Disability and Inclusion Policy-2015

The Bali Children foundation [BCF] Chairman, Founder and its boards members are committed to a policy and practice under which they recognize their obligations and practices which meet the Equality Act and Disability Discrimination Act 1992. (formerly called the *Human Rights and Equal Opportunity Commission Act Australia 1986*).

BCFs' inclusion policy is aligned with the Disability Discrimination Act objectives which are to eliminate discrimination against people with disabilities promote community acceptance of the principle that people with disabilities have the same fundamental rights as all members of the community, and ensure as far as practicable that people with disabilities have the same rights to equality before the law as other people in the community.

Our policy focuses on:

- Anchored in tackling the issue of accommodating the needs of students with impairments which Leads to the practical meaningful inclusion for all our student regardless of their disabilities.
- Not to discriminate unlawfully against people with disabilities at any stage of employment, or student enrolment.
- Enable students with learning disabilities and differentiation to learn in a safe all-inclusive environment.
- To work in partnership with other Non-Profit Organisation in tackling disability and inclusive equality.
- Audit/ due diligence reporting and surveying the most physically disadvantaged individuals. Ensuring compliance is adhered to and fairness to all is applied.

- A. To seek to enrol students with disabilities in school suited to their aptitudes, abilities, and qualifications, making any reasonable adjustments necessary to do so;
- B. To seek to ensure that employees with disabilities are considered for promotion according to their aptitudes, abilities, and qualifications, making any reasonable adjustments necessary to do so;
- C. To ensure that assessments are carried out of the scope of reasonable adjustments which may be made to the workplace and its environment, so as to make it possible to retain a student or employee with a disability or to recruit a person with a disability;
- D. To make any reasonable alterations the schools premises required to ensure that they are accessible and safe for people with disabilities;
- E. To make reasonable changes to the workplace and to employment arrangements so that a person with a disability is not at any substantial disadvantage compared to a non-disabled person.

Effective date	March 9 th 2020
Next review date	March 9 th 2022
Approval	BCF Board