



# Inclusive Community Policy

## *The Disability Discrimination Act 1992*

### 1. POLICY STATEMENT

Townsville City Council is committed to facilitating a welcoming and inclusive community.

Townsville City Council believes in building on existing strengths within the community to enable Townsville to be a city that fosters community inclusion, values diversity and actively contributes to opportunities that increase social participation within the community.

### 2. PRINCIPLES

The Townsville City Council Inclusive Community Policy will:

- Value all people in the community;
- Recognise and build on individual and community strengths increase social, civic and economic participation by building upon individual/community abilities and enable avenues to participate and connect within the broader community are available;
- Provide a greater voice and opportunity for people to have a say and be actively involved in decisions that affect their lives ensure that Council contributes to an inclusive community across the city by delivering accessible and equitable services, activities and programs;
- Ensure that Council meets its legislative requirements under the various relevant Acts of the State and Federal Government (see Legal Parameters);
- Promote participation and inclusiveness in the community; and
- Recognize and celebrate diversity in the community.

### 3. SCOPE

This policy applies to all facets of Townsville City Council's programs, projects, events, services and activities.

### 4. RESPONSIBILITY

The Director of Planning and Community Engagement has a responsibility for monitoring the implementation of the policy.

This policy applies to councillors, and workers.

### 5. DEFINITIONS

**Access** – means the practice of ensuring that all members of the community will have the opportunity to access information, services, facilities, and activities regardless of individual circumstances, characteristics, abilities, culture, and background.

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Document No. – 1412

Authorised by – Director, Planning and Community Engagement

Document Maintained by – Future Cities

Version No. 3

Initial Date of Adoption (Version 1) – 17.12.13

Current Version Reviewed – 26.08.18

Next Review Date – 26.08.20

**Equity** – means the practice or act of ensuring that information, services, facilities, and activities are provided to the community in a fair manner regardless of individual circumstances, characteristics, abilities, culture, and background.

**Discrimination** – means the practice or act of treating a person unfavourably because of certain prescribed attributes, or because their association with a person with those attributes. The attributes are prescribed by State and Federal discrimination legislation.

**Inclusive** – means the practice or act of creating an environment where people feel included regardless of their individual circumstances, characteristics, abilities, culture, or background.

**Organisation** – means government organisations, community groups, not-for-profit organisations, for-profit organisations and serviced providers.

**Workers** – includes employees, contractors, volunteers and all others who perform work on behalf of council.

## 6. POLICY

Townsville City Council will provide its information, services, facilities and activities, in a manner that ensures equal access and opportunity to all, in a supportive manner.

Council will achieve this through:

1. Supporting community events, activities, organisations, and services that encourages and values diversity, increases participation and well-being to address matters relating to equality of access and opportunity.
2. Delivering council information, services, facilities, and activities in a manner that adheres to the approaches adopted by Queensland Government - Queensland Social Cohesion Implementation Committee priorities focus areas:
  - Promote the benefits of diversity in Queensland
  - Strengthen community cohesion and resilience
  - Reduce marginalisation
  - Address anti-social behaviour and behaviour that may lead to violence or physical harm to others.

## 7. LEGAL PARAMETERS

*The Disability Discrimination Act 1992 (Commonwealth) (DDA)*

*The Queensland Anti-Discrimination Act 1991 (QADA)*

*The Building Code of Australia (BCA)*

*The Queensland Building Act 1975 (QBA)*

## 8. ASSOCIATED DOCUMENTS

Community Plan 2011-2021

Corporate Plan 2014-2019

Operational Plans

Community Engagement Policy

Community Engagement Framework

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Inclusive Community Advisory Committee Terms of Reference  
Arts & Culture Advisory Committee Terms of Reference  
Community Safety Advisory Committee Terms of Reference

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