



**Royal Commission**  
into Violence, Abuse, Neglect and Exploitation  
of People with Disability

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# Accessibility and Inclusion Strategy

## Easy Read Guide





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# About this document



This is an Easy Read document.

We use pictures to explain some ideas.

Some words are in **bold**.

We tell you what they mean at the end.

This document is a **summary** of the Accessibility and Inclusion **Strategy**.

The full Strategy is on our website.

[www.disability.royalcommission.gov.au](http://www.disability.royalcommission.gov.au)



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# Foreword from the Chair



The Chair of the Commission is Ronald Sackville **AO QC**.

The **foreword** introduces the Commission.

This is a summary. You can read the full foreword in the original Strategy.

People have been asking for a Royal Commission for people with disability for a long time.

We hope the Royal Commission will make things better for people with disability.



We want to improve the way society treats people with disability.

This will be a big job.

We need to support people to tell their stories safely.

We will remove barriers for this to happen.

This strategy tells you how we will do this. Tell us how you think we can do this better.

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# Introduction

## About the Royal Commission



The Royal Commission into **Violence, Abuse, Neglect** and **Exploitation** of People with Disability started in April 2019.

We call it the Royal Commission.



We are looking at people with disability in Australia and their

- **safety**
- **treatment**
- **rights, and**
- **supports**



We need to talk with people with disability.

To do this we need to be

- **accessible**
- **inclusive**

This document says how.

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# Our foundations

The way the Royal Commission works is based on respecting human rights.



## Your rights

The rights of people with disability are explained in the **UNCRPD**.

UNCRPD means the United Nations Convention on the Rights of Persons with Disability.



An Easy Read version of the UNCRPD is available here [www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html](http://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html)





We will be accessible and inclusive by

- following the **terms of reference**
- respecting your rights
- letting you make your own decisions
- supporting you to take part
- communicating with you the way you like
- treating everyone equally
- recognising that children with disability have the same rights as adults

We will make sure that

- we see you as an individual
- our staff know and use this accessibility strategy
- our offices and events are accessible
- we use different ways to communicate including Easy Read
- we value your support people
- we listen to feedback and get better at what we do



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# Including all people with disability



Some communities and groups are more likely to be treated badly.

This includes people with disability who:

- are **First Nations** people
- are from a **diverse** background and might speak a different language
- have a **psychosocial** disability
- are **LGBTIQ**
- are a woman or girl
- are a child or young person

This might include you.



We will help you feel safe and able to share your stories.

This might mean

- speaking your language
- using resources and supports for your community



We will ask your community for

- advice
- communication tips
- help to contact you
- supports you might need



Your community might not use the idea of 'disability'.

You can still share your story.



Some people are harder to contact.

This might include people who are living in

- a prison
- a **domestic violence** situation
- some **out-of-home care**
- **rural** or **remote** areas



This might be you.



We will work with your community to contact you through

- service providers that support you
- government
- other organisations

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# Helping you feel safe



You should feel safe to tell us your story.

We know your story might be difficult to share.

Many people with disability have experienced **trauma**.

We will be careful not to make your trauma worse.



We will help you feel safe by supporting you

- the way you need
- to see counsellors if you need to talk to someone
- using processes that help with trauma



We will be careful when we ask you questions.

We will give you choices when you **engage** with us.

We will help you get free supports and counselling if you need them.

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## Overcoming barriers to engage with us



**Barriers** are things that stop you sharing your story.

Where you live might stop you.

Someone might stop you from contacting us.

They might not tell you about us.

If this happens please tell us.

You should contact us if you want to.  
It is your choice.



## Privacy



You can speak with us in private.

Your information can be kept private.

Please tell us if you need this to happen.



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# Accessible communication



We want everyone to be able to **engage** with us.

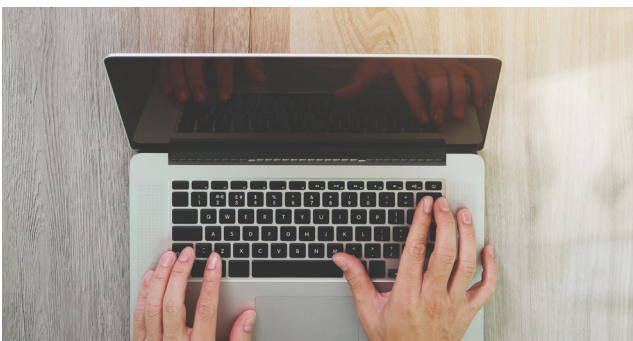
We will pay for communication supports if you need this.

You can use your own supports or ask us for help.



We will help you engage with us by

- using video **transcripts**
- using **captions** on video
- following accessibility rules for our website
- updating our website when needed
- having different types of documents
- using accessible systems for **public hearings**
- using **braille** when possible
- using **interpreters** and **translators**
- giving our staff training in communication with people with disability



Tell us how you would like to communicate with us. We will communicate with you that way when we can.

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# Accessible participation



## Witness costs

If you are a **witness** we will pay your **reasonable** costs to come to the public hearing.



## You choose how

We will make sharing your story easier.

You can

- use your own support people
- communicate with us the way you need
- tell us what you need to feel safe
- ask us to travel to you if travel is difficult



We will use supports at public hearings and meetings like

- hearing loops
- Auslan-English interpreting
- **live captioning**

We will have counsellors there you can talk to.





We will use Easy Read documents like this one.



We will use interpreters for

- Auslan-English
- other languages



## Supported decision making

You can decide about how you engage with the Royal Commission.

You can

- use your own support person
- ask us to find a support person
- ask us to find an advocate



## Extra supports

Tell us what you need to share your story.

You might need supports to engage with us like

- transport
- interpreters
- disability support
- meetings at home

We will tell you as early as we can about public hearings and meetings.

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# Our team and workplaces



## Workplace accessibility and inclusion

Many people with disability work at the Royal Commission.

A lot of our managers and leaders have disability.

We used different and inclusive ways to hire them.

We use **flexible** ways to work.



## Facilities and information technology

Our offices are accessible.

Meeting rooms and hearings will be accessible.

Our **technology** is accessible including our

- website
- social media like Facebook
- video conferencing like Skype
- documents





## Staff education

All our staff do training about disability including your rights.



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# Feedback



We want to do a good job working with people with disability.

We want to hear from lots of different people with disability.



To make sure we do we will ask for **feedback** to help us get better.

We will ask and listen to what you think about our accessibility and inclusion.



We will change some things to make them better.

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# Glossary

<b>Abuse</b>	When someone hurts you. They might hit you or call you names. There are lots of types of abuse.
<b>Accessible</b>	Something easy to use. This might be a building with a ramp. It could be a document that you can read easily.
<b>Advocate</b>	Someone who helps you make decisions and speak up.
<b>AO</b>	Short for Order of Australia. AO is an award given by the Queen for people who do amazing work for Australia.
<b>Auslan</b>	Short for Australian sign language. Often used by people who are deaf.
<b>Barriers</b>	Things that stop you doing something.
<b>Braille</b>	A way of writing using bumps on paper. Often used for people who are blind or do not see well.
<b>Bold</b>	Dark writing like this is <b>bold</b> .

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<b>Captions</b>	Written record of the sound on a video. Usually what people say and sometimes other sounds.
<b>Chair</b>	The Chair is the Commissioner who is the leader of the Royal Commission.
<b>Counsellor</b>	A counsellor is someone who is trained to listen and talk through problems with you. They can help with any trauma from the Royal Commission.
<b>Discrimination</b>	When people treat you unfairly because of your disability or something else about you.
<b>Diverse</b>	Differences between people. Often means different cultures. It might include their music or clothes. It might also include a different language.
<b>Domestic violence</b>	Abuse or violence in your home. This might be with family or the people you live with.
<b>Engage</b>	When you communicate or work with us you are engaging with the Commission.



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<b>Exploitation</b>	When someone treats you unfairly so they are better off.
<b>First Nations</b>	Name used instead of Aboriginal and Torres Strait Islander people.
<b>Foreword</b>	The introduction at the start of a book or document. Usually written by an expert.
<b>Human rights</b>	Things you have a right to have like <ul style="list-style-type: none"><li>• a family</li><li>• a job with fair pay</li><li>• being safe from violence</li><li>• a fair trial if you break the law</li></ul>
<b>Inclusive</b>	When everyone is included or able to do something.
<b>Interpreter</b>	Someone who explains the meaning of another language when it is spoken.
<b>Live captioning</b>	This is when captions are done on screen as a person talks
<b>LGBTIQ</b>	Stands for lesbian, gay, bisexual, transgender, intersex and queer or questioning.
<b>Neglect</b>	When someone is supposed to take care of you but they don't.

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<b>Out-of-home care</b>	When children can't live with their own family the government might ask someone else to care for them.
<b>Public hearing</b>	A public meeting where Commissioners hear witnesses give evidence
<b>Psychosocial disability</b>	A disability caused by mental health problems.
<b>QC</b>	<p>Stands for Queens Counsel.</p> <p>A QC is a senior lawyer or barrister. They have usually worked for a long time and are very good lawyers.</p>
<b>Reasonable costs</b>	The costs and ways the community sees as fair for something.
<b>Remote</b>	Parts of Australia which are a long way from a city.
<b>Rights</b>	See <b>Human rights</b>
<b>Royal Commission</b>	A Royal Commission is an official way of looking into a big problem. It helps us to work out what went wrong and what we need to fix.
<b>Rural</b>	<p>Parts of Australia outside cities.</p> <p>These parts are often used for farming.</p>
<b>Safety</b>	Being free from being hurt or treated badly.

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<b>Strategy</b>	how we are going to do something.
<b>Summary</b>	A shorter copy of a long document.
<b>Supports</b>	Things that help you. This might include people, equipment and technology.
<b>Technology</b>	Electronic and computer equipment.
<b>Transcripts</b>	A written record of what was said.
<b>Translator</b>	Someone who explains the meaning of another language when it is written.
<b>Trauma</b>	The effect that bad experiences have on people.
<b>UNCRPD</b>	United Nations Convention on the Rights of Persons with Disability. A document explaining rights for people with disability.
<b>Violence</b>	Abuse that hurts you physically. This might be hitting, kicking, cutting or more.
<b>Witness</b>	A person the Royal Commission asks to give evidence.



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