



## OPTIMUMCHOICE DISABILITY SERVICE

### Aboriginal and Torres Strait Islander Employment Policy

Purpose of this policy:

OptimumChoice Disability Service was established for the purpose of providing quality services to improve the lives of people with disabilities where their individuality is recognised, and their safety is paramount.

#### **Our Vision**

Where people of all abilities are equal, and their differences are respected.

#### **Our Mission**

Our passion is to provide quality services to improve the lives of people with disabilities where their individuality is recognised, and their safety is paramount.

#### **Our Values**

OptimumChoice Disability Service will conduct its business honestly and ethically. We will constantly improve the quality of our services and create a reputation for honesty, fairness, respect, responsibility, integrity, trust, and sound business judgment.



## OPTIMUMCHOICE DISABILITY SERVICE

OptimumChoice is committed to creating a work environment in which Indigenous peoples' cultures, beliefs and values are acknowledged and respected, and in which the individual career goals and personal aims of Indigenous staff are identified, promoted and achieved.

If you are interested in working at OptimumChoice, forward a recent copy of your CV to the Manager.

OptimumChoice Indigenous Employment Strategy aims to significantly improve Indigenous employment within the disability industry and enhance opportunities for Indigenous peoples to contribute to all aspects of the organisation's life, so contributing directly to the aspiration of excellence at this organisation.

The strategies key result areas are:

- Management and Leadership - Proactively advance the Indigenous Employment Strategy at all levels of the organisation.
- Workplace Culture - Create an inclusive work environment and culture that values and respects Indigenous peoples and supports equity in employment for Indigenous peoples.
- Recruitment - Increase Indigenous employment at all levels and across the organisation by attracting qualified and professional Indigenous staff.
- Retention - Ensure that the OptimumChoice's policies, procedures and operational practices contribute to the retention of Indigenous staff.



## OPTIMUMCHOICE DISABILITY SERVICE

Career Development - Support Indigenous staff to realise their full career potential.

This Policy supports

Privacy Act 1988

Fair Work Act 2009

Fair Work Regulations 2009

Racial Discrimination Act 1975

Human Rights Commission and Equal Opportunity Commission Act 1986

Disability Discrimination Act 1992

Age discrimination Act 2004

NDIS (Quality Indicators) Guidelines 2018

Sex Discrimination Act 1984

Occupational Health and Safety Act (WA) 1984