

**Nightlife Disability Services ABN 45 529 705 877**

## **SD04 PREVENTING AND RESPONDING TO VIOLENCE, ABUSE, NEGLECT, EXPLOITATION AND DISCRIMINATION POLICY**



### **1. Introduction**

Nightlife Disability Services (Nightlife) is committed to ensuring that each participant accesses supports that are free from violence, abuse, neglect, exploitation or discrimination. Nightlife prohibits violence, abuse, neglect, exploitation and discrimination in all forms.

Nightlife recognises that people with disability have the same human rights as other members of society and should be empowered to exercise their rights. These include the right to:

- (1) respect for their human worth and dignity as individuals; and
- (2) live lives free from violence, abuse,
- (3) neglect, exploitation and discrimination.

Nightlife has systems to identify and prevent the occurrence or recurrence of violence, abuse, neglect, exploitation and discrimination in the delivery of its services including:

- (a) Policies, procedures and practices which actively prevent violence, abuse, neglect, exploitation or discrimination.
- (b) A model of care which includes trauma informed approaches to service delivery.
- (c) Ensuring service users are provided with information about the use of an advocate (including an independent advocate) and access to an advocate is facilitated where allegations of violence, abuse, neglect, exploitation or discrimination have been made.
- (d) All allegations and incidents of violence, abuse, neglect, exploitation or discrimination, are acted upon
- (e) Service users and their families, carers and support networks are supported and assisted
- (f) We are committed to engaging with service users in the process of investigation and review and take action to ensure that similar incidents are prevented from occurring again.

This Policy and Procedure supports Nightlife to apply the Violence, Abuse, Neglect, Exploitation and Discrimination NDIS Practice Standard.

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## 1.2 Scope

This Policy applies to the provision of all services and supports at Nightlife. All staff and volunteers are required to undertake training and make a commitment to this policy.

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## 2. Principles

### 2.1 Identification of violence, abuse, neglect, exploitation, and discrimination

Nightlife will ensure that workers are aware of and trained in early identification of violence, abuse, neglect, exploitation, and discrimination involving people with disability, take particular care of known risk situations, and regularly review and treat any gaps to keep people safe.

### 2.2 Effective response

Our staff are committed to reporting and openly disclosing any suspected or alleged incidents of violence, abuse, neglect, exploitation, and discrimination.

We afford protection to any person who makes a disclosure. This includes service users, family members, carers and peoples chosen support networks.

A service user who experiences violence, abuse, neglect, exploitation, or discrimination has the right to:

- have their safety and rights respected and safeguarded and be provided with access to support and advocacy (including independent advocates).
- make a complaint about the services and supports they receive, or any form of violence, abuse, neglect, exploitation or discrimination experienced without fear of retribution.
- pursue grievances and complaints with Nightlife and the NDIS Commission and the criminal justice system without fear of the services provided by Nightlife being discontinued; and
- access appropriate support services to assist with the effects of violence, abuse, neglect, exploitation, and discrimination.

### 2.3 Safe work culture

We speak openly and regularly about safety and have a whole of organisation approach to prevention of trauma, neglect, and exploitation.

Our Committee of Management, leaders and all staff undertake mandatory training in our Zero Tolerance approach to Abuse and Neglect and trauma informed care – we want our people to be confident and alert in identifying and reporting risks.

Nightlife has in place human resource policies and systems to recruit and mandatory screen all of our workers. We supervise staff and provide ongoing monitoring of our workforce to support safety.

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## 3. General

The application of the above NDIS Practice Standard is supported by our broader policy framework.

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