



1. Introduction

Nightlife Disability Services (Nightlife) is committed to ensuring each service user accesses supports that promote, uphold and respect their legal and human rights and are enabled to exercise informed choice and control.

In the provision of its supports and services, Nightlife is committed to ensuring that all people have the right to:

- (1) respect for their human worth and dignity.
- (2) services and supports that are safe, ethical and free from discrimination, financial, sexual, physical or emotional abuse, neglect and exploitation.
- (3) freedom of expression, self-determination and decision-making.
- (4) realise their potential for physical, social, emotional and intellectual development.
- (5) full participation in society equal to other people, according to their individual and cultural needs and preferences.
- (6) information and support to understand and exercise their legal and human rights.
- (7) privacy of their personal information and sensitive information.
- (8) raise concerns and be supported to formalise complaints.

Nightlife aims to demonstrate each of the following quality indicators in the delivery of its services:

- Peoples legal and human rights are understood and incorporated into everyday practice.
- Person centred practices forms the centrepiece of our Model of Care
- Communication with each service user is responsive to their needs and is provided in the language, mode of communication and terms that they are most likely to understand.
- Each service user is supported to engage with their family, friends and chosen community as directed.

This Policy supports Nightlife to apply the Person – Centred Supports NDIS Practice Standard.

1.1 Scope

This policy applies to the provision of all services and supports at Nightlife. All staff are required to commit to this policy.

Approved By:	CEO	Version	1
Approval Date:	March 2021	Next Scheduled Review	March 2023

2. Definitions

Human rights are often defined in different ways. The Australian Human Rights Commission responds to the Universal Declaration of Human Rights and defines human rights as:

- the recognition and respect of people's dignity.
- a set of moral and legal guidelines that promote and protect recognition of our values, our identity and ability to ensure an adequate standard of living
- the basic standards by which we can identify and measure inequality and fairness

3. Principles

In the provision of its supports and services, Nightlife will actively prevent any breach of human or legal rights and take all allegations or breaches seriously. We will respond quickly and sensitively in accordance with our Incident Management and Reporting Policy to provide access to support and ensure that the risk of any further breaches is eliminated. To promote and protect rights Nightlife will:

- employ skilled workers and have systems and processes in place to support workers to understand, promote, protect and incorporate legal and human rights into everyday practice.
- proactively and sensitively support each Service user, to the limits of our expertise and resources, in circumstances where human and legal rights are being breached by others.
- support each of our service users to engage with their family, friends and chosen community as directed, recognising that the service user is the decision maker and has the final say in planning and decision making about their services and supports
- where a guardian has been legally appointed, we will work with the guardian and the person to ensure people are given opportunity to express choice and control and have their rights upheld.
- Nightlife will proactively link our service users, their families, friends and chosen community, to avenues of support available for the protection of their legal and human rights including to access legal or advocacy services that can inform them of their legal and human rights while they are receiving a service or support from us or from any other service provider.

4. General

The application of this NDIS Practice Standard is supported by our broader suite of policies as outlined in the Policy Register.

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