



## Australian Foundation for Healing Touch Incorporated (AFHTInc) Policy Regarding Access and Support for Individuals with Disability

The Australian Foundation for Healing Touch Inc (AFHTInc) is committed to ensuring that people of all abilities are able to participate fully in all aspects of Healing Touch, including the learning pathways provided.

All people with a disability are to have equal access, inclusion and opportunity at every stage of their Healing Touch journey.

AFHTInc policy and training requirements ensure that Healing Touch courses and activities are free from harassment and victimisation based on disability.

Harassment and victimisation include any communication or action taken, in relation to the disability that is reasonably likely to humiliate, offend, intimidate or distress the person.

It is the responsibility of the Healing Touch community to ensure:

- That there is compliance with this policy; and
- That the Healing Touch environment is free from harassment and victimisation of any kind.

### Definitions:

**Harassment** is any action that results in a student with disability (or with an associate with disability) being humiliated, offended, intimidated or distressed because of their disability.

**Victimisation** occurs when the student with disability (or their associate) is treated less favourably because they complained, or indicated they may complain, about the treatment they receive due to their disability.

### Related Documents:

Disability Discrimination Act (DDA) 1992, Registered 20/Dec/2022 C2022C00367; Incorporating Amendments Up To ' Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022 Federal Register of Legislation, accessed 20 April 2023, <https://www.legislation.gov.au/Series/C2004A04426>

Disability Standards for Education 2005 (DSE), Australian Government Initiative, the Department of Education, Skills and Employment, accessed 20 April 2023, <https://www.dese.gov.au/disability-standards-education-2005>

NCCD, An Australian Government Initiative, Harassment and victimisation, 2020, accessed 20 April 2023, <https://www.nccd.edu.au/wider-support-materials/harassment-and-victimisation>