

## Information Package for Applicants

This document provides you with information about working with us, and about our work.

### Why Work With Us?

Join us and be part of the leading national disability rights organisation, constituted and led by people with disability. We work to create the change we want to see in our society.

Not only will you be contributing to the human rights of people with disability, you will also find our work environment accessible, supportive, friendly and professional.

We offer a range of benefits for those working with us, including:

- Above award salary
- Access to salary packaging
- Flexible work hours within our 7am to 7pm bandwidth
- A fully accessible workplace with reasonable workplace adjustments provided
- Access to professional supervision
- Performance development opportunities.

We pride ourselves on role modelling practices which make us an employer of choice for people with disability.

### About Us

People with Disability Australia Limited (PWDA) is a national Disabled People's Organisation (DPO) working to progress disability rights. Its primary membership is made up of people with disability and organisations primarily constituted by people with disability. PWDA works with a large network of individuals and organisations committed to the disability rights movement.

PWDA was founded in 1981, the International Year of Disabled Persons, to provide people with disability with a voice of our own. PWDA has a cross disability focus – we represent the interests of people with all kinds of disability. PWDA is a non-profit, non-government organisation.

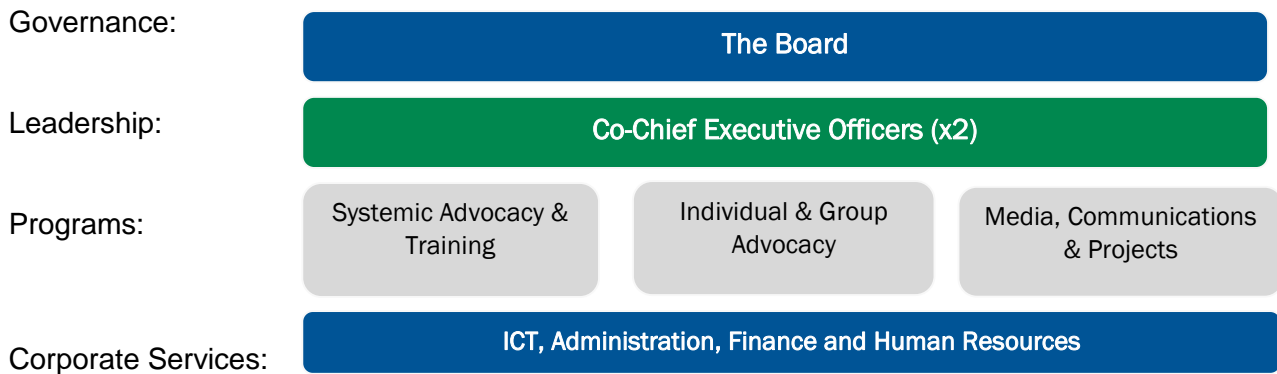
### Our Vision

We have a vision of a socially just, accessible and inclusive community, in which the human rights, belonging, contribution, potential and diversity of all people with disability are recognised, respected and celebrated with pride.

### Our Purpose

Our purpose is to be a leading disability rights, advocacy and representative organisation of and for all people with disability, which strives for the realisation of our vision of a socially just, accessible, and inclusive community.

## Our Organisational Structure



## Our Values

We believe that people with disability, irrespective of age, gender, cultural or linguistic background, religious beliefs, geographic location, sexuality, or the nature, origin or degree of our disability:

- Have a right to life and to bodily integrity;
- Are entitled to a decent standard of living, adequate income, and to lead active and satisfying lives;
- Are people first, with human, legal and service user rights that must be recognised and respected;
- Are entitled to the full enjoyment of civil rights and responsibilities;
- Are entitled to live free from prejudice, discrimination and vilification;
- Are entitled to social supports and adjustments as a right, and not as a result of pity, charity or the exercise of social control;
- Contribute substantially to the intellectual, cultural, economic and social diversity and well-being of our community;
- Possess many skills and abilities with enormous potential for life-long growth and development;
- Are entitled to live in and be a part of the diversity of the community;
- Have the right to participate in the formulation of those policies and programs that affect their lives;
- Are entitled to make their own life decisions, and to any decision-making support needed to do so;
- Are entitled to individualised services and supports directed according to needs and preferences;
- Must be empowered to exercise rights and responsibilities, without fear of retribution.

## Our Principles

In realising our vision, purpose and values, we are guided by the following principles:

- We will be passionate, innovative and fearless in the promotion and defence of the rights and interests of people with disability;
- We will be accessible and responsive to our community and inclusive of its diversity;
- We will actively facilitate and value the involvement of people with disability in our organisational governance and policy and program development;
- We will recognise and support all means and modes of communication of choice, including via sign languages, augmentative communication, communication technologies and live communication support, so as to ensure our voices are heard and understood;
- We will encourage, empower, and support the civic participation of people with disability;
- We will be collaborative and supportive in our relationships within the disability rights movement as a whole, at the local, regional, state, national and international levels;
- We will be accountable for our activities to our members, to people with disability generally, and to the public;
- We will always act with honesty and integrity;
- We will be resourceful and efficient in obtaining and managing the resources needed to undertake our work;
- We will recognise and value the contribution of our members, our Board, our staff and volunteers towards the achievement of our vision.