

Know Your Disability Rights

Free NSW Support Guide

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Disability Rights Overview





Legal protections



01

Disability Discrimination Act

This law protects people with disabilities from unfair treatment and ensures equal opportunities in employment, education, and public services.

02

Anti-Discrimination Laws

State and federal laws prohibit discrimination based on disability, providing legal pathways to address unfair treatment in various settings.

03

Making Complaints

You can report discrimination to agencies like the Human Rights Commission, which investigate and help resolve issues through conciliation.



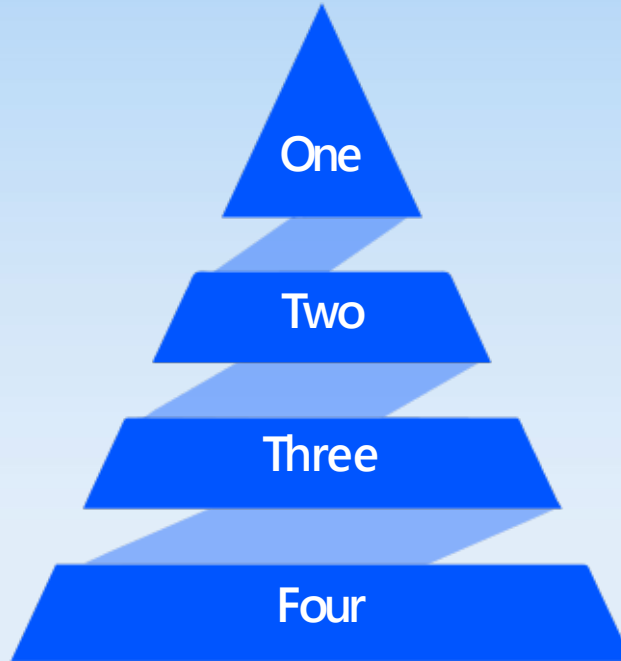
Types of disabilities

Physical Disabilities

Conditions affecting mobility, dexterity, or physical functioning. May require accommodations like wheelchairs, ramps, or adaptive equipment.

Autism Spectrum Disorder

Neurodevelopmental condition affecting social interaction, communication, and behavior patterns. Each person experiences autism differently.



Intellectual Disabilities

Affects cognitive functioning and adaptive behavior. People may need support with learning, communication, and daily living skills.

Psychosocial Disabilities

Mental health conditions affecting thinking, emotions, and interactions. Includes anxiety, depression, bipolar disorder, and schizophrenia.



Fundamental rights

Right to Equal Treatment

01

All people with disabilities have the legal right to be treated fairly and equally in all areas of life.

Right to Safety

02

Every person with disability deserves protection from harm, abuse, and neglect in all environments.

Right to Respect

03

People with disabilities must be treated with dignity and have their opinions and choices respected.

Right to Inclusion

04

Everyone has the right to participate fully in community activities, services, and opportunities without barriers.



Discrimination Understanding





Direct discrimination examples

1

Denied Service

When businesses refuse to serve you because of your disability, like restaurants not allowing guide dogs or wheelchair users.

2

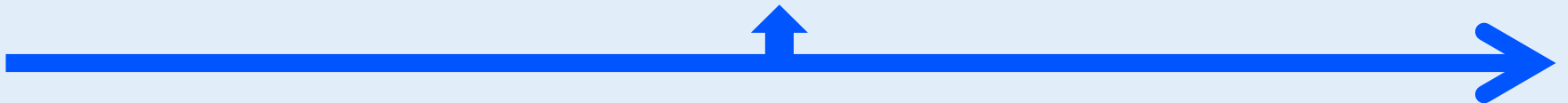
Rejected Job Applications

When employers won't hire you because of your disability, even though you can do the job with reasonable adjustments.

3

Excluded from Activities

Being prevented from joining clubs, classes, or events specifically because you have a disability.





Where rights apply

Work and Employment

You have rights to fair treatment at all workplaces, including during hiring, promotions, and daily interactions with colleagues and managers.

Housing and Accommodation

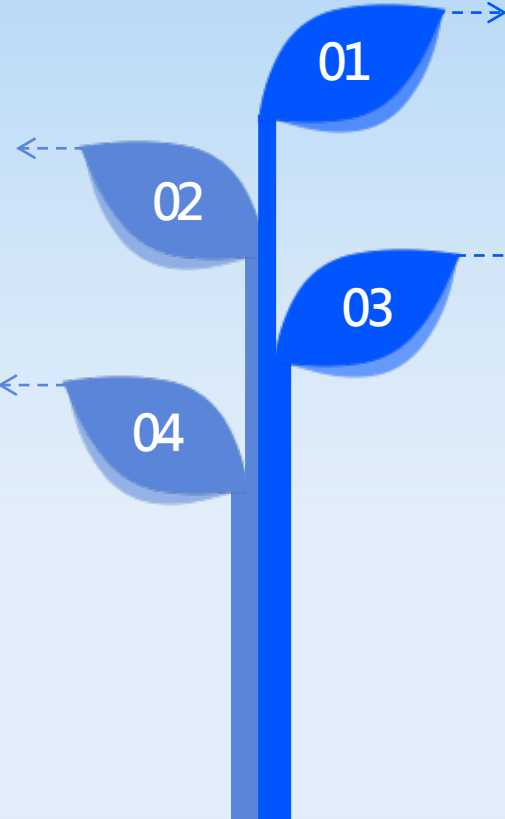
When renting, buying property or accessing housing services, you cannot be discriminated against because of your disability.

Education Settings

Your rights apply at schools, TAFE, universities and other learning environments, including access to reasonable accommodations for your needs.

Healthcare Services

Doctors, hospitals and all healthcare providers must treat you fairly and provide accessible services for your specific needs.





Unfair treatment identification

Recognizing Direct Discrimination

Direct discrimination occurs when you are openly treated unfairly because of your disability, such as being denied service or opportunities.



Identifying Indirect Discrimination

Indirect discrimination happens when rules or practices seem fair but actually disadvantage people with disabilities in practice.

Signs of Harassment

Harassment includes bullying, name-calling, or making you feel uncomfortable because of your disability in various settings.



Free Help Resources





NSW support services





Contact information

Free Disability Advocacy Services

Organizations that provide free advocacy support for people with disability in NSW, helping with rights protection and discrimination issues.

Complaint Hotlines

Direct contact numbers for reporting discrimination, with options for different communication needs including TTY and interpreters.



Legal Aid Contacts

Free legal services in NSW for disability-related matters, including phone numbers and websites for immediate assistance.

Community Support Groups

Local disability support networks in NSW offering peer support, information sharing, and practical assistance for various disabilities.



Reporting process



How to Make a Report

Contact a disability advocacy service or call the discrimination helpline to start your report. They will guide you through the process.



What Information to Include

Include dates, locations, people involved, and how you were treated unfairly. Keep any evidence like emails or photos.



Who Can Help You

Free advocacy services, legal aid centers, and disability rights organizations can help you complete and submit your discrimination report.

Thanks !