

HOTEL ETICO
A U S T R A L I A

EMPOWER

EVERYONE

**PRACTICAL STRATEGIES FOR
ACCESSIBILITY WITHIN THE
WORKPLACE**

www.hoteletico.com.au



EMBRACING DIVERSITY THROUGH ACCESSIBILITY

Every individual deserves the opportunity to thrive in the workplace, regardless of ability. This brochure is your guide to creating an environment that embraces inclusivity and empowers everyone to contribute their unique talents. By removing accessibility barriers, you'll foster a culture of respect, innovation, and shared success.

UNDERSTANDING ACCESSIBILITY

WHAT IS ACCESSIBILITY?

Accessibility refers to the design and implementation of practices that ensure everyone, regardless of their abilities, can participate fully in all aspects of work life.

WHY IT MATTERS:

Embracing accessibility fosters a culture of respect, empathy, and equality. It enriches your workplace with a wealth of perspectives, talents, and experiences.



IMPLEMENTING ACCESSIBILITY PRACTICES

PHYSICAL ACCESSIBILITY

Ensure that physical spaces are accessible. This includes ramps, elevators, and designated parking spaces. Consider the needs of individuals with mobility challenges.

Entrance, Exits and Pathways:

Ensure level entry points, wide doorways, and clear pathways free from obstacles.

Workstations and Common Areas:

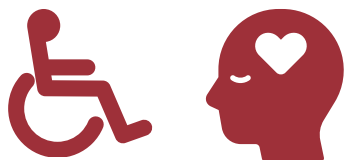
Provide adjustable furniture, accessible restrooms, and clearly marked signage in braille and large print.

Technology and Equipment:

Offer adaptive technology like screen readers, ergonomic keyboards, and alternative input methods.



BEYOND PHYSICAL: COMMUNICATION AND AWARENESS



Awareness and training:

Educate employees about disability etiquette and unconscious bias.

Open communication:

Encourage open dialogue about accessibility needs and concerns.

Positive attitudes:

Promote a culture of mutual respect and understanding.

**Accessibility goes beyond physical and technological barriers.
Cultivate a welcoming and inclusive culture!**



BUILDING AN INCLUSIVE CULTURE

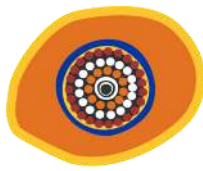
Focus on Abilities, not Disabilities: Recognise and celebrate the unique skills and contributions of each individual, regardless of ability.

Accessibility Champions: Appoint accessibility champions to advocate for inclusivity and provide guidance on implementation.

Continuous Improvement: Regularly assess your accessibility efforts, gather feedback from employees, and strive for continuous improvement.

Use the resources that are already available: Such as

- Disability Employment Services, NDIS and Workforce Australia
- Job Access and the Employment Assistance Fund
- Resources from organisations such as the Australian Human Rights Commission, Includability, Australian Network on Disability, Australian Federation of Disability Organisations and Hotel Etico



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Australian Government
Department of Social Services

Hotel Etico, is one of 12 organisations that have been awarded by the Department of Social Services to run the Tourism Navigator Pilot.

We are your one-stop guide to help build a more inclusive and accessible workplace across the Blue Mountains, Hawkesbury and Nepean region.



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