

## **Adjustments and accessibility support for applicants, candidates and Observers**

### **What adjustments/access requirements does The Observership Program currently provide to applicants, candidates and Observers?**

The Observership Program follows the social model of disability and acknowledges our obligation to ensure any environment, employment or service opportunity is inclusive of people with disability, including those who identify with moderate-to-severe disabilities.

We are dedicated to supporting applicants', candidates' and Observers' adjustments/access requirements to ensure they have an accessible and inclusive experience at each stage of the Program

Adjustments/access requirements will be implemented with your consultation and will not be passed on to any Boards without your consent.

Below is a list of adjustments/access requirements that we currently provide to applicants, candidates and Observers. However, support for applicants, candidates and Observers are not limited to these provisions.

#### **In-person adjustments/access requirements include:**

- All training is undertaken in accessible venues in the CBD with accessible toilets and accessible parking.
- Support for participants attending with a support worker (including coordination as required)
- Provision of Auslan interpreters, hearing loops, transcription and live captioning where available
- Flexible attendance options, including hybrid or virtual participation where available
- Reserved or priority seating (e.g. front-row seating to ensure clear visibility and hearing of speakers)
- Where possible, access to quiet or low-stimulation spaces
- Provision of accessible catering options to support ease of eating for attendees with restricted mobility

- Flexibility for sensory regulation (e.g. use of fidget tools, ability to stand rather than sit)
- Flexibility to take breaks during sessions as needed
- Provision of materials in advance in accessible formats (e.g. Word documents)
- Provision of communication preferences (e.g. written communication in place of phone calls)

**Online access adjustments/access requirements include:**

- Support to complete the online application form, where possible
- Questions being provided in advance of interviews
- Provision of materials in advance in accessible formats (e.g. Word documents)
- Provision of live captions or closed captioning
- Use of video (camera-on) to support lip-reading and visual engagement
- Provision of preferred communication methods (e.g. written communication rather than phone-based interaction)

We are committed to supporting reasonable adjustments and access requirements to meet individual circumstances.

To request any further adjustments/access requirements throughout the application process and the Observership, please contact Rachel Exton ([rachel.exton@observership.com.au](mailto:rachel.exton@observership.com.au)) for NSW and Brisbane or Danni Zhang ([danni.zhang@observership.com.au](mailto:danni.zhang@observership.com.au)) for Victoria.