

# Office of the Clerk and Parliamentary Service – Accessibility Policy

This policy applies to the two parliamentary agencies (the Parliamentary Service and the Office of the Clerk of the House of Representatives).

The parliamentary agencies recognise the importance of working alongside persons with disabilities to improve the accessibility of Parliament. The agencies will support persons with disabilities to access and participate in Parliament as citizens, workers, and members of Parliament.

A key concept in this policy is “reasonable accommodation”, as defined in the United Nations Convention on the Rights of Persons with Disabilities (ratified by New Zealand, 26 September 2008).

Reasonable accommodation means “necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.” [Article 2]

The parliamentary agencies will adhere to the following principles:

## *Parliamentary proceedings and information about Parliament are accessible*

- Members of Parliament with disabilities can access and participate in parliamentary proceedings;
- Identified barriers to the public’s participation in parliamentary proceedings are removed;
- Reasonable accommodation will be made for persons with disabilities to participate in parliamentary proceedings;
- Information about Parliament is made publicly available;
- The accessibility of information about Parliament is regularly reviewed and improved.

## *The parliamentary precincts are accessible*

- The physical accessibility of the Parliamentary precinct is regularly reviewed and improved;
- Barriers to the physical accessibility of Parliament are identified and where possible progressively removed;
- Accessibility is a core consideration for future improvements and alterations to the parliamentary precincts.

## *Parliament is an accessible workplace*

- The parliamentary agencies welcome job applications from all members of society, including from persons with disabilities;
- The agencies will ensure that no applicant or employee unjustifiably receives less favourable treatment on the grounds of disability;
- Reasonable accommodation will be made for employees or preferred applicants with disabilities to allow them to perform their role.