



Attorney General  
& Justice

# Creating Inclusive Tribunals Form and Function



**Julia Haraksin**  
**13 September 2013**

# Inclusive Tribunals



Attorney General  
& Justice

**Session aim:**

**Discuss access to**

**Tribunals for people with  
disability.**



# Inclusive Tribunals



Attorney General  
& Justice

• **Imagine.....**

# Inclusive Tribunals



Attorney General  
& Justice

## Environments impact:

- what we think
- how we feel
- how we interact
- what we can achieve and
- messages we send.

**We make choices every day to include or exclude people**

## Terms and Governance re. Disability Access

- AHRC
- Disability Discrimination Act (DDA) 1992
- Access to Premises Standards 2010
- BCA
- AS/NZI Including Design For Access & Mobility AS1428 (parts 1-4)

# Inclusive Tribunals



Attorney General  
& Justice



# Inclusive Tribunals



Attorney General  
& Justice

- **Form follows function**
- **Numerous Tribunals.....**
- **Dictated to by the agencies which have administrative decisions**
- **equity matters translate into many people with disability, many people from culturally diverse communities**

# Inclusive Tribunals



Attorney General  
& Justice

## Issues to consider:

- **Physical access**
- **Communication access**
- **Procedural access**
- **Information access**



# Inclusive Tribunals



Attorney General  
& Justice

## Who's in Court?



# Inclusive Tribunals



Attorney General  
& Justice



# Inclusive Tribunals



Attorney General  
& Justice



**So you have  
to go to court !**

*A video for people with cognitive disabilities who have to go to court*



# Inclusive Tribunals



Attorney General  
& Justice



# Inclusive Tribunals



Attorney General  
& Justice

**VIETNAMESE**

 Attorney General & Justice

Request for court assistance

Người khuyết tật  
**Yêu cầu được  
giúp đỡ tại tòa án**



Tìm hiểu về cách  
thức người khuyết  
tật có thể yêu cầu  
được giúp đỡ tại tòa  
án như thế nào.

**ENGLISH**

 New South Wales Government  
Attorney General's Department

People with a disability  
**Request for  
court assistance**



Find out about  
how people with a  
disability can request  
assistance in court.

**ARABIC**

 Attorney General  
& Justice

Request for court assistance

المعاقون  
**طلب المساعدة  
في المحكمة**



معلومات عن كيفية  
طلب المعاقين  
للمساعدة في المحكمة.

# Inclusive Tribunals



Attorney General  
& Justice

Can you hear in  
the courtroom?



Ask us about hearing  
amplification equipment



Attorney General  
& Justice

# Inclusive Tribunals



Attorney General  
& Justice

## Infra Red – Receiver



# Inclusive Tribunals



Attorney General  
& Justice

Infra Red –  
transmitter





# Inclusive Tribunals



Attorney General  
& Justice



# Inclusive Tribunals



Attorney General  
& Justice

## Audio Visual Technology



# Inclusive Tribunals



Attorney General  
& Justice

## Other types of reasonable adjustments

- **Plain English**
- **Alternative formats**
- **Providing notes**
- **Use of technology**
- **Assistive communication devices**
- **Procedural flexibility**

# Inclusive Tribunals



Attorney General  
& Justice

- **Ask client the best way to assist (e.g. they may have a diary)**
- **Use plain English, avoid jargon**
- **Use preferred language - person with a disability**
- **Speak directly to the person not to their friend or support person**

# Inclusive Tribunals



Attorney General  
& Justice

- **Keep information simple**
- **Rephrase your information**
- **Use concrete concepts**
- **Patience can make a difference**
- **Ask open questions to extract feedback**

# Inclusive Tribunals



Attorney General  
& Justice

- **Be flexible regarding starting times if possible**
- **Minimise long waiting times**
- **Encourage use of support people**
- **You might allow extra breaks for:**
  - **Exhaustion/concentration**
  - **Food, Water & Toilet**

# Inclusive Tribunals



Attorney General  
& Justice

## Questions?

**Julia Haraksin**

**Manager, Diversity Services**

**8688 8460**