

9. GOGLA Disability Policy

9.1 Introduction

GOGLA recognises its responsibilities and legal obligations in ensuring, as far as is reasonably possible, that people with disabilities are afforded equal opportunities with respect to employment and are not discriminated for a reason relating to their disability.

9.2 Scope

This policy applies to GOGLA Staff and Contractors.

9.3 Policy Statement

GOGLA will take reasonable steps to:

- Provide auxiliary aids or services that will assist disabled people to use GOGLA's services;
- Ensure accessibility of GOGLA events;
- Ensure recruitment processes, terms of employment and work environment are not discriminatory on the basis of disability;
- Ensure opportunities offered for promotion, transfer, training or other benefits are the same for all employees.

Every member of the GOGLA team and Contractors are expected, and required, to show consideration towards disabled colleagues, members and relations, and to help implement this policy. GOGLA will not tolerate discrimination on the grounds of disability.

9.4 Definitions

Disability: a difficulty in functioning at the body, person, or societal levels, in one or more life domains, as experienced by an individual with a health condition in interaction with contextual factors.

Persons with disabilities: include those who have long-term physical, mental, intellectual or sensory impairments, which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. GOGLA recognizes that persons with disabilities include those whose have a permanent disability and is readily apparent and those whose disabilities are less apparent. Whether or not a permanent disability is readily apparent, any chronic medical condition that may have a repercussion on a person's capacity to work or lead a normal life may require adaptation of the working environment through reasonable accommodation.

This policy was approved by the GOGLA Board of Directors on 26 May 2021.