

Abilities Incorporated Social Policy

Abilities Incorporated is a leader in enriching the lives of people with disabilities. As a Not for Profit Incorporated Society, we achieve this through the employment of people with disabilities at our own facility, undertaking work suited to the ability of each individual in a safe and supportive environment.

Abilities Incorporated is committed to an ethical and fair working environment where all staff are treated with dignity and respect, and each person is given opportunity for growth and enjoyment. Our working culture is built on team work, mutual trust and open communication, and rejection of any form of abuse, harassment or threatening behaviours.

We strive to be a responsible employer in the community we operate in, and to provide equal employment opportunities irrespective of individual traits – such as gender, country of birth, sexual orientation, medical condition or religion. We also strive to be actively engaged in our community to create linkages with other non-profit organisations, educational providers and businesses.

Our Social Objectives:

- Create an enjoyable and inclusive work environment where all staff are respected and supported in terms of their own traits and aspirations
- Ensure that all our staff with disabilities are assessed regularly in terms of their individual capabilities and aspirations, following government approved standards
- Provide a secure and safe working environment for all our staff, through ongoing on-the-job training and oversight, and meeting relevant regulatory requirements (as per our Health and Safety Policy)
- Promote the health and wellbeing of our staff through regular initiatives focused on healthy eating, exercise and smoking cessation
- Be actively engaged in the wider community.

Abilities Incorporated expects all of its staff members to contribute towards achieving this policy and to this effect will give appropriate training to staff if and when required. This policy has been adopted by the management and staff of Abilities Incorporated and will be reviewed on an annual basis, with the next review due in August 2017.

Signed


Peter Fraher
Managing Director

Date:

30/03/2017

Abilities Incorporated
91 Hillside Road
Glenfield
Auckland 0627
Ph: (09) 4440611
www.abilities.co.nz