



**4GR**

**Training and HR Solutions**

4GR Pty. Ltd.

ABN 78 165 106 892

[www.4gr.net.au](http://www.4gr.net.au)

# **4GR Charter of Rights**

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## Introduction

A Charter of Rights provides a consistent basis for how we interact with all members of society, both locally and globally.

The Universal Declaration of Human Rights adopted by the United Nations, on 10th December 1948, acts as the guiding document for all charters globally from that point onwards. This Charter became the road map to recognising the rights of every individual across the globe, no matter what their colour, race, religion, ability, social or economic status: this was the definitive reference in relation to how each member of our world could and should expect to be treated.

On 13<sup>th</sup> December 2006 the United Nations adopted the Convention on the Rights of Persons with Disabilities and its Optional Protocol (A/RES/61/106), it was opened for signature on 30<sup>th</sup> March 2007 and it is the first comprehensive human rights treaty of the 21st century. The Convention was officially entered into on 3<sup>rd</sup> May 2008. The Convention was drawn together from years of work by the United Nations to change the mainstream attitude to people with a disability. The Convention lays down the premise that all people with all types of disabilities must be afforded all human rights and fundamental freedoms. It clarifies and qualifies how all the categories of rights apply to people with disabilities. It also details areas where reasonable adjustments must be made for people with a disability to ensure they are treated fairly and equitably. It also ensures clarity in relation to situations where rights have been violated, and where protection of rights must be reinforced.

The cultural rights of Aboriginal and Torres Strait Islander peoples are unique. Over many years their way of life has been eroded and in many cases, has been lost all together. The Human Rights Commission has recognised the desperate need for Aboriginal culture to be maintained and supported and their cultural rights are now protected under Section 19 (2) of the Charter of Human Rights and Responsibilities Act 2006 (Vic). A Charter of Rights to protect and respect the rights of Aboriginal and Torres Strait Islander Peoples to culture can go some small way towards protecting what has become a fragile way of life.

Creating a local Charter of Rights keeps each of us focused on the individual and reminds us of the fundamental right we all have to respect, equity, accessibility and dignity. The Victorian government have shown their support for this charter by passing the Charter of Human Rights and Responsibilities Act 2006 (VIC). It aims to protect rights by requiring that government and other public authorities observe those rights when making decisions, creating laws, setting policies and providing services.

4GR recognises the vital role that a Charter of Rights plays in delivering products and services to members of our community. To support that assertion, we have created three Charters, they are as follows:

1. Charter of Rights
2. Charter of Rights – Convention on the rights of persons with a disability
3. Charter of Rights – Aboriginal and Torres Strait Islander Peoples’ Right to Culture

We will ensure each person who is in contact with 4GR or who accesses our services will be treated fairly, and with dignity and respect. There is no place for discrimination, bullying or harassment in any interaction we have with either internal or external stakeholders.

Gillian Baldwin  
Director

Beth Evans  
Director

## **Mission, Values & Philosophy**

4GR have built a Code of Conduct based on the following Mission, Philosophy & Value statements.

### **Mission**

To work in partnership with individuals and business to champion and promote, accessible and equitable workplaces across all sectors. We want to build meaningful connections with all our clients by taking time and effort to understand your business needs and those of the individual. We believe in delivering accessible Training and HR solutions at your point of need, by taking the time to listen and understand.

### **Values**

#### ***Respect***

We work closely with our partners, both individuals and business, to ensure an environment of respect is encouraged of both self and others. Without respect there is no trust and this is the cornerstone of all that we do.

#### ***Integrity***

We communicate openly and transparently with all our partners, and we believe honesty and dignity should be extended to all members of our community. We ensure all our interactions are grounded in these values.

### **Equality**

We are passionate about what we do, and we believe completely in accessibility and equity for all. Mutual respect and understanding underpin everything we do, and we recognise that each time we interact with those around us we are learning and growing.

### **Innovation**

Growing and evolving as individuals and as an organisation is integral to who we are and what we do. We recognise the need to think creatively and to continually strive for growth, change and innovation.

## **Philosophy**

We strive to work with likeminded people, whether they are individuals or businesses, to build self-esteem, confidence and ability. We believe most strongly in the idea that given the right environment and opportunities each of us has the potential to be better than we ever imagined we could be.

We work with individuals to build their Job Seeking skills and with business to transform their workforce and workplace.

At 4GR we believe that everyone has the right to work, the right to freedom of expression and the right to make a contribution to the community around them. We believe each workplace can be an exciting, stimulating and fun place to be.

There is no one solution, every person, organisation and company we work with is given the opportunity to identify their own aspirations, and then an individual plan is developed which is unique to that organisation or individual.

## **Service Quality**

Offering the highest quality product and services to our clients is important to our business. Our values underpin our desire to provide the highest quality products and services driven primarily by Innovation and a strong desire to see Equality and Respect extended to all members of our community. 4GR directors, management and employees show Integrity in all interactions and must comply with all relevant Australian Law and internal Policies and Procedures, to uphold the Charter of Rights, Code of Conduct and Rights and Responsibilities and to ensure they behave in a way which supports the Mission, Values & Philosophy of 4GR.

Legislation applying to 4GR employees is listed below, but not limited to:

- Fair Work Act 2009
- Occupational Health & Safety Act 2004 (vic)
- Privacy Act 2000 (vic)
- Workplace Relations Act 1996
- Age Discrimination Act 2004

- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Disability Act 2006 (vic)
- Mental Health Act 1986 (vic)
- Charter of Human Rights and Responsibilities Act 2006 (VIC).

## 4GR Charter of Rights - Guiding principles

4GR's Charter of Rights is guided and informed by the principles which form the foundation of existing, nationally and internally recognised Charters.

4GR draws its' inspiration and influence from the following:

[www.humanrightscommission.vic.gov.au/](http://www.humanrightscommission.vic.gov.au/).

<http://www.un.org/en/documents/udhr/>

<http://www.dhs.vic.gov.au/for-individuals/disability/your-rights>

<http://www.lawhandbook.org.au/handbook/ch16s01s03.php#Ch1308Se260024>

<https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

<https://www.un.org/development/desa/disabilities/resources/handbook-for-parliamentarians-on-the-convention-on-the-rights-of-persons-with-disabilities/chapter-two-the-convention-in-detail-3.html>

<http://www.humanrightscommission.vic.gov.au/aboriginal-cultural-rights-in-victoria#what-does-the-law-say>

The 4GR Charter is founded on the following principles which are found in the “Preamble” of the Charter of Human Rights and Responsibilities Act 2006 (vic):

- Human rights are essential in a democratic and inclusive society that respects the rule of law, human dignity, equality and freedom;
- Human rights belong to all people without discrimination, and the diversity of the people of Victoria enhances our community;
- Human rights come with responsibilities and must be exercised in a way that respects the human rights of others;

- Human rights have a special importance for the Aboriginal people of Victoria, as descendants of Australia’s first people, with their diverse spiritual, social, cultural and economic relationship with their traditional lands and waters.

These existing Charters have helped to shape 4GR’s own Charter of Rights, and we wish to acknowledge the differences between an educational setting and that of a mainstream care giving service in the delivery and living out of this charter.

## 4GR Charter of Rights

4GR upholds the belief that each of us has the right to:

1. Be treated with dignity and respect.
2. Be treated fairly.
3. Be safe, in the workplace and the classroom.
4. Be free from any behaviour which makes you feel unsafe or uncomfortable
5. Be free from any violent or aggressive behaviour.
6. Be free from any harassment, discrimination or unwanted attention from another person.
7. Be treated as an equal by your peers, colleagues and “the Law”.
8. Privacy and protection under Australian Privacy Law.
9. Freedom of opinion and expression, whilst remaining respectful of others whose opinion is different to your own.
10. Lodge a complaint and have it responded to.

## **4GR Charter of Rights - Convention on the Rights of Persons with Disabilities**

**The 8 guiding principles used to inform the Convention are:**

1. Respect for the inherent dignity, autonomy, including the freedom to make one's own decisions, and independence of persons;
2. Non-discrimination;
3. Full and effective participation and inclusion in society;
4. Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
5. Equality of opportunity;
6. Accessibility;
7. Equality between men and women; and
8. Respect for the evolving capacities of children with disabilities and for the right of children with disabilities to preserve their identities.

## **4GR Charter of Rights – Aboriginal and Torres Strait Islander Peoples’ Right to Culture.**

Section 19(2) of the Charter declares that Aboriginal and Torres Strait Islander Peoples must not be denied the right to -

1. Enjoy their identity and culture in a culturally safe environment
2. To maintain and use their language
3. To maintain their kinship ties
4. To maintain their distinctive spiritual, material and economic relationship with the land and waters and other resources with which they have a connection under traditional laws and customs.
5. Ensure that any means of protecting their cultural and intellectual property is based on the principle of self-determination

## Charter of Rights - Student Declaration

I, \_\_\_\_\_

fully understand the Charter of Rights, the Convention on the Rights of Persons with Disabilities and the Aboriginal and Torres Strait Islander Peoples' Right to Culture as laid out in this document. I have been given every opportunity to discuss and ask for clarification around this charter and those principles which guide and support it. If I require assistance with further understanding or clarification, I will contact my Trainer and or the directors or management of 4GR.

I understand that this Charter of Rights is supported by, and informed by:

- Commonwealth and Victorian Legislation including, but not limited to -

*Charter of Human Rights and Responsibilities Act 2006 (VIC).*

*Privacy Act 2000 (vic)*

*Australian Human Rights Commission Act 1986*

*Disability Act 2006 (vic)*

- Existing Charters and Websites including, but not limited to -

[www.humanrightscommission.vic.gov.au/](http://www.humanrightscommission.vic.gov.au/).

<http://www.un.org/en/documents/udhr/>

<http://www.dhs.vic.gov.au/for-individuals/disability/your-rights>

<http://www.lawhandbook.org.au/handbook/ch16s01s03.php#Ch1308Se260024>

<https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

<https://www.un.org/development/desa/disabilities/resources/handbook-for-parliamentarians-on-the-convention-on-the-rights-of-persons-with-disabilities/chapter-two-the-convention-in-detail-3.html>

<http://www.humanrightscommission.vic.gov.au/aboriginal-cultural-rights-in-victoria>

I will support and uphold this Charter and the Convention on the Rights of Persons with Disabilities whilst studying with 4GR.

Name: \_\_\_\_\_

Signed: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_