



We are an Inclusive Employer

Inner West Council (IWC) is committed to Equal Employment, we welcome and encourage candidates from all backgrounds and experiences to apply.

IWC are intent on respecting the rights and improving opportunities for people with disability.

Should you require adjustments or support for your application and throughout the recruitment process and beyond, please contact:

- ➔ Julia Phillips, Disability Inclusion Programs Officer –
phone: 02 9392 5819, email:
julia.phillips@innerwest.nsw.gov.au
- ➔ IWC's P&C Workforce and Diversity team at
Diversity@innerwest.nsw.gov.au

Reasonable Adjustments

A reasonable workplace adjustment is a change to a work process, procedure, or environment, depending on a person's needs and circumstances, that allows a person with disability to:

- ➔ Have fair and equal access to job opportunities.
- ➔ Perform at their best.
- ➔ Work productively.
- ➔ Work in a safe environment.
- ➔ Feel included.
- ➔ Increase their engagement and motivation to improve performance.
- ➔ Adjustments for individual needs.

Examples of reasonable adjustments during an Inner West Council job vacancy application include:

- ➔ Be provided with interview questions before the interview.
- ➔ Have the option of responding in writing to interview questions.
- ➔ Be given extra time to complete an assessment task or interview.
- ➔ Making sure all written documents and tasks are accessible for your needs.
- ➔ Be provided with a scribe for a written task.
- ➔ Be met by a staff member to take you to the interview room.
- ➔ Making sure the interview and assessment room meets your needs e.g., good lighting or reduced noise.
- ➔ Be provided with an Auslan interpreter.
- ➔ Be able to use your own laptop or assistive technology e.g., screen readers, preferred screen settings, a vision board, or your own mouse.
- ➔ Offer another interview location or method e.g., phone, via the National Relay Service, videoconference.
- ➔ Be provided with real-time captioning.
- ➔ Be offered different interview times or dates.