



Disability Access & Inclusion Plan

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2026 – 2030

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Acknowledgement of Country

The Attorney-General's Department acknowledges and respects Aboriginal people as South Australia's First Nations peoples and recognises Aboriginal people as Traditional Owners and occupants of lands and waters in South Australia.

We recognise:

- the spiritual, social, cultural and economic practices of First Nations peoples come from their connection to traditional lands and waters
- maintaining cultural and heritage beliefs, languages and laws are of ongoing importance to First Nations peoples today
- First Nations peoples have made and continue to make a unique and irreplaceable contribution to SA.

We acknowledge the injustices and dispossession that First Nations peoples have endured. We recognise the history of laws, practices and policies that have negatively impacted Aboriginal peoples and have resulted in ongoing experience of grief, loss and trauma due to the long-lasting impact of colonisation and stolen generations, dispossession, loss of culture, and ongoing interpersonal and systemic racism. Aboriginal peoples, particularly those with disability, are overrepresented at all stages of the criminal justice system, including as victims of crime.

AGD acknowledges the intersecting barriers that Aboriginal people with disability may face and are committed to working in partnership with Aboriginal people and communities to improve our services, laws and policies.



Statement from the Chief Executive

I am pleased to present AGD's second Disability Access and Inclusion Plan 2026-2030 (DAIP).

This refreshed DAIP will continue to advance the work already underway across the department to improve access and inclusion for all South Australians with disability.

As a department, we recognise that people with disability are an asset to our organisation and that a diversity of lived experiences enriches our workplace. We are committed to fostering a culture of equal opportunity and meaningful inclusion, where staff with disability are supported to thrive at work.

We also understand that we will better meet the needs of the South Australian community if our organisation reflects the diverse community we serve. AGD is taking steps to ensure the way we deliver our services to people with disability is grounded in agency, fairness and inclusion. We acknowledge that women, children, Aboriginal peoples, members of the LGBTIQ+ community, people from culturally and linguistically diverse backgrounds and people in regional communities may experience intersecting and compounding barriers to appropriate service provision.

AGD's DAIP reflects staff, community and sector feedback, and aligns with our department's values. Featuring whole-of-department actions as well as responsibilities for specific business units, our DAIP strives to safeguard rights and ensure equity of access to our services.

I look forward to working with my colleagues across the department to implement this DAIP and to promote disability access and inclusion for our staff and the South Australian community.

Caroline Mealor
Chief Executive
Attorney-General's Department



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This Disability Access and Inclusion Plan (DAIP) is available on the Attorney-General's Department website: agd.sa.gov.au/disability-access-and-inclusion-plan. If you require a copy in an alternative format or for other enquiries, please contact AGDPolicyAndAnalytics@sa.gov.au.

About us

AGD's purpose is to ensure that South Australia thrives by developing laws and policy, and delivering services that enable and support economic growth, safety and justice in the community. We deliver efficient and appropriate services to our clients, including the public service, in a way that is responsive, inclusive and collaborative. Our business units, and the independent offices AGD supports, undertake highly varied work and engage with different, often vulnerable, segments of the South Australian community.

A core function of the department is to deliver a legal and legislative framework for South Australia that is just, equitable and robust. We promote fair, timely and economical access to justice by providing legal, civil, prosecutorial and legislative services to the community, ministers and agencies across government, as well as specialist policy advice. To achieve this, AGD employs a large number of practising lawyers, most significantly within the Office of the Director of Public Prosecutions and the Crown Solicitor's Office.

AGD also supports the work of independent statutory officers that play an essential role in advocating for and protecting the rights of individuals, particularly the most vulnerable within our community. Examples include the Office of the Public Advocate, Public Trustee, Victims of Crime South Australia, Equal Opportunity South Australia, Office for Public Integrity and Ombudsman SA. AGD also has regulatory and compliance functions that involve significant interactions with the broader community, business and industry, including through Consumer and Business Services and SafeWork SA.

AGD works closely with Aboriginal people and communities, most significantly through the Aboriginal Affairs and Reconciliation directorate and the First Nations Voice Secretariat. We acknowledge that Aboriginal people are an identified priority population group in the State Disability Inclusion Plan.

We acknowledge that our role in disability access and inclusion goes beyond our employees, and encompasses our clients, partners and the community that we serve. As part of our core business AGD delivers services and support to members of the community who may be living with disability, caring for, or have a family member with disability.

Our vision for disability access and inclusion

Our vision is for an accessible, just and inclusive South Australia where people with disability are valued, included, and supported to meaningfully participate, and where our justice system provides opportunities for people with disability to work and engage in justice processes.

Our workplace and staff

AGD had 1,931 employees during 2025. Of these, one-third work in areas that provide direct services to the community, including Consumer and Business Services, SafeWork SA, Public Trustee, Office of the Public Advocate, Ombudsman SA, Office for Public Integrity, Equal Opportunity SA, State Records, Victims of Crime SA and Small Business Commission SA. Persons with a declared disability made up 4% of AGD staff in 2025.

Strategic context

This DAIP is part of a whole-of-government approach to improving access and inclusion for all South Australians living with disability. The DAIP localises efforts for AGD within a broader context of state and national efforts to improve access and inclusion for people with disability and disability communities.

The [Disability Inclusion Act 2018](#) (SA) requires:

- the South Australian Government to develop and publish a State Disability Inclusion Plan
- State authorities to develop DAIPs that relate to the specific supports and services they provide.



The State Disability Inclusion Plan 2025-2029

The [State Disability Inclusion Plan 2025-2029](#): *A South Australia where no one is left behind* was launched on 22 August 2025.

The State Disability Inclusion Plan responds to the principles of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the outcomes of Australia's Disability Strategy 2021-2031. It sets out whole-of-government policies and measures for achieving an accessible and inclusive South Australia.

AGD's DAIP outlines the actions we will take over the next four years to achieve a more accessible and inclusive South Australia. Our actions align with the key themes and priorities in the State Disability Inclusion Plan Outcomes Framework.

South Australian Autism Strategy

The [SA Autism Strategy](#) sets out a five-year roadmap for the South Australian government to help improve the lives of autistic people of all ages, and their families. The State Disability Inclusion Plan and Autism Strategy will work alongside each other to ensure the needs of diverse disability and neurodivergent communities are addressed.

The [SA Autism Strategy Action Plan 2025-2029](#) outlines 25 tangible commitments, each backed by practical actions that state government agencies have a shared responsibility to implement. The actions relevant to AGD and associated measures are outlined at Appendix 2 in the DAIP and will be reported on each year as part of the DAIP reporting process.

Australia's Disability Strategy 2021 - 2031

[Australia's Disability Strategy 2021 – 2031](#) provides a national framework to make life better for people with disability in Australia. It was reviewed and updated in 2024 and reflects a collective commitment by all levels of government to build an Australia where people with disability are valued, included and empowered to thrive. The Strategy sets a vision for an inclusive Australian society that ensures people with disability can fulfil their potential, as equal members of the community.

National Agreement on Closing the Gap

The [National Agreement on Closing the Gap](#) sets an objective of overcoming the entrenched inequality faced by too many Aboriginal people so that their life outcomes are equal to all Australians. It recognises that within the Aboriginal population, there are some cohorts that are likely to experience greater levels of disadvantage and where it may be more difficult to close the gap, including Aboriginal people with disability. Our commitments to the Priority Reforms and key tenets detailed in the National Agreement are embedded into all relevant AGD DAIP actions.



Relationship to other AGD frameworks

- **AGD Strategic Plan 2024-26**

[AGD's Strategic Plan 2024-2026](#) is a roadmap for our future direction and purpose and details how we can approach and achieve our goals. It sets out our vision for a South Australia that is safe, fair and the best place to live, work and do business. Central elements of this align with the DAIP, including our goals of creating safe and thriving communities, delivering fairly administered laws and an effective and efficient justice system, supporting our people to meet client needs, shaping the future workforces, and implementing progressive technology and supportive infrastructure. Increasing inclusivity and accessibility is at the core of our strategic vision.

- **AGD Diversity and Inclusion Plan**

The 2026 – 2029 AGD Diversity and Inclusion Plan highlights AGD's commitment to valuing diversity and building a more inclusive workforce where people feel they belong. The Plan highlights four key priorities, which align with the vision of the DAIP:

- diversity, equity and inclusion is central to all we do
- empowering all voices we serve
- reflecting the community we serve
- advancing disability employment.



Disability Access and Inclusion Plan development

Consultation

To prepare our DAIP, we sought advice from AGD business units on current and planned initiatives, undertook a staff survey, and sought submissions on our draft DAIP from South Australian community and disability sector groups and representatives.

● Staff survey

An AGD staff survey was conducted between 27 August to 12 September 2025. Approximately 90% of respondents strongly or somewhat agreed that their business unit, or AGD overall, is inclusive and supportive of persons living with disability.

Respondents identified a number of opportunities for improvement, including promoting knowledge and awareness of disability at leadership levels, facilitating access to information for people with disability, and improving physical access to and within AGD buildings. This feedback has informed the development of business unit actions, reflected in this DAIP.

● Public consultation

A draft AGD DAIP was published for community feedback on the AGD website between 23 March and 8 April 2026, with public feedback welcomed. The draft DAIP was also shared on AGD social media over this time.

In addition, AGD also invited input from key peak disability organisations in South Australia, relevant justice related organisations, and other critical social service organisations, including those representing people who are also members of State Plan priority groups.

Feedback from the public consultation process has been incorporated into this DAIP.

AGD Disability Access and Inclusion Plan 2020-2024

This DAIP leverages the success of the inaugural DAIP, which had 34 actions, including 19 that were ongoing and 15 with a specific timeframe. Of the 34:

- 15 actions were completed
- 14 actions were ongoing and considered for inclusion in this second AGD DAIP
- 5 actions were removed as part of the 2023 Interim Review, due to Machinery of Government changes or where the action was no longer required.

Key achievements over 2020-2024 to improve disability access and inclusion:

- The International Day of People with Disability was celebrated annually, with events including a digital display in the GPO Exchange lobby, intranet news posts, articles in the staff newsletter, morning tea for AGD staff living with disability and a panel discussion.
- A review of all corporate educational and training opportunities within AGD was completed, and recommendations made to ensure accessibility for employees with disability.
- AGD's online induction program was updated to include information about working with people living with disability and to outline the supports available in the workplace to employees with disability.
- Disability awareness was incorporated in AGD's recruitment selection panel online training.
- Microphone and sound amplification systems were installed at Public Trustee service outlets to improve accessibility for hearing impaired people.
- AGD expanded its suite of Easy Read documents, including on topics such as renting rights, rooming houses, and selling used cars. Easy Read materials are now available from Office of the Public Advocate, Public Trustee, Consumer and Business Services, Office of the Commissioner for Public Sector Employment, Equal Opportunity SA and the Attorney-General's Department.
- Consumer and Business Services completed the Customer Service Improvement Program to improve access to services. The Customer Service Centre was modified with designated areas to support varying services, improved signage, counters compliant with the *Disability Discrimination Act 1992* (SA) and hearing loops. All frontline staff completed customer experience training, which included identifying and responding to vulnerable customers.
- In 2022, the Commissioner for Equal Opportunity launched the [*Disability Access Reporting Tool*](#), which is an online form which helps people with disability report difficulties with access to a venue or business. The form is easy to fill out and can be anonymous. It sends an email directly to owners or operators and reminds them of their obligations under the *Equal Opportunity Act 1984* (SA).

- In 2024, AGD released the [*Supporting your rights when living with disability*](#) video. This video raises awareness about the services AGD provides to support the legal rights of people with disability in many aspects of daily life, including buying disability goods and services; vulnerable witness provisions; assistance with decision making; disability discrimination; and disability employment in the SA public sector. The video was launched to coincide with Physical Disability Awareness Day on 4 February 2024.
- The Canine Court Companion project successfully transitioned from a pilot program to an ongoing function within the Office of the Director of Public Prosecutions (ODPP). The Canine Court Companion (CCC) project is a joint initiative between the ODPP and Guide Dogs SA/NT. Zeb, a five-year-old Labrador, is the current ODPP CCC. Zeb assists vulnerable victims and witnesses at appointments (Stage 1 of the pilot), in the courts CCTV waiting room (Stage 2), and while giving evidence in the courts CCTV suite (Stage 3). Between July 2022 and December 2025, Zeb attended 234 appointments supporting victims and witnesses.

Our Disability Access and Inclusion Plan 2026-2030 actions

AGD's DAIP actions are outlined below according to the five domains, outcomes and measures in the State Plan Outcomes Framework. Some of the actions are new, while others seek to continue or expand upon existing initiatives under the previous AGD DAIP.

Recognising that many DAIP actions are broad in nature, AGD intends that, where appropriate, advice and/or services will be sought from targeted disability advocates and services with specialist knowledge. This includes engaging Aboriginal Community Controlled Organisations (ACCOs) and Aboriginal Community Controlled Health Organisations (ACCHOs) where possible. AGD will also seek to make referrals to culturally appropriate and trauma-informed external supports, where appropriate and relevant to the achievement of the DAIP action.

Domain 1: Inclusive environments and communities

Outcome Statement: A South Australia where all people with disability can participate as equal citizens and feel connected to their communities.

Objective: To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.

Priority Areas for Domain 1

1. Active participation
2. Inclusive communities and attitudes
3. Universal Design
4. Accessible facilities
5. Communications and information
6. Transportation
7. Collaboration, consultation and innovation
8. Housing

Priority Area 1: Active participation

Outcome: People with disability are active participants in accessible and inclusive communities.

Ensure all AGD-led activities and events are accessible for all attendees.

Measure(s)

- Disability accessibility is considered and incorporated in AGD communications and events.

Timeframe: Ongoing

Responsibility: All business units

- AGD's Event Planning Checklist is reviewed and updated to reflect best practice for disability access and inclusion. The Revised Checklist is promoted to all AGD staff.

Timeframe: 30 June 2026

Responsibility: Strategic Communications

- (State Plan Measure 1.1.2) The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and Inclusive Community Events toolkit.

Timeframe: Ongoing

Responsibility: All business units

Establish an Office of the Director of Public Prosecutions Working Group to champion diversity and inclusion.

Measure(s)

- Working Group formed via open invitation to Office of the Director of Public Prosecutions staff.

Timeframe: 2026

Responsibility: Office of the Director of Public Prosecutions



Priority Area 2: Inclusive communities and attitudes

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

Celebrate disability diversity through actions and events, including by commemorating significant dates such as the International Day of People with Disability and Carer's Week, and promoting the rights of people with disability and carers who support people with disability.

Measure(s)

- Annual promotion of significant dates that support people with disability.
- Distribute information and communications to staff to educate and raise awareness of working with people with disability.

Timeframe: Ongoing

Responsibility: Strategic Communications

Raise awareness of the specific needs of people with disability, recognising intersecting barriers to inclusion and participation for State Plan priority groups, including women, Aboriginal people, people from culturally and linguistically diverse backgrounds, and the LGBTIQ+ community. Awareness raising initiatives include:

- promotion, completion and monitoring of AGD online Disability Awareness and Inclusion Training
- promotion, completion and monitoring of AGD Aboriginal cultural awareness training, to improve support for Aboriginal people with disability
- individual business units engaging persons with disability/disability advocates to provide professional development sessions tailored to the needs of the business area e.g. experiences and information about working with and supporting persons with disability, support services available for people with disability.

Measure(s)

- (State Plan Measure 1.2.1) The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including:
 - 1) The number of staff and volunteers participating in disability awareness training, including Universal Design.
 - 2) The number of workplace initiatives promoting disability inclusion.

Timeframe: Ongoing

Responsibility: All business units



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Publicly communicate our zero tolerance for discrimination or disrespectful behaviours – including ableism, racism, ageism and sexism – as a participating member of WE'RE EQUAL.

Measure(s)

- Annual promotion of the WE'RE EQUAL initiative and the SA Government's Anti-Racism Strategy.

Timeframe: Ongoing

Responsibility: Strategic Communications

Priority Area 3: Universal Design

Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

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Implement accessible infrastructure practices in line with state government guidelines and relevant legislation.

Measure(s)

- (State Plan Measure 1.3.2)
 - 1) The number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, signage and widening doors.
 - 2) The number of new developments that incorporate Universal Design.
- Accommodation practices, new fit-outs and facility upgrades meet state government guidelines and relevant legislation.

Timeframe: Ongoing

Responsibility: Facilities, all business units

Priority Area 4: Accessible facilities

Outcome: People with disability can access public toilet facilities that meet their needs when out in the community.

AGD facility upgrades consider and improve toilet accessibility for public and public-facing sites.

Measure(s)

- AGD toilet facility upgrades meet state government guidelines and relevant legislation.

Timeframe: Ongoing

Responsibility: Facilities and building owners where applicable, all business units

Priority Area 5: Communications and information

Outcome: People with disability can find the information they need in the format(s) they need it in.

Ensure all documents, video and web-based content have:

- inclusive and accessible design
- meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above
- include, where appropriate and possible, translations to non-English languages and the use of culturally appropriate diagrams and explanations to aid communication with culturally and linguistically diverse communities and Aboriginal communities.

Measure(s)

- Websites and intranets managed by AGD meet digital accessibility standards for government.
- Existing content is systematically reviewed to ensure it meets accessibility standards.
- (State Plan Measure 1.5.1) The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard (or above), Auslan translations and Easy Reads.

Timeframe: Ongoing

Responsibility: Strategic Communications, all business units



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Utilise Auslan, assistive listening devices, and augmentative and alternative communication services to meet the support needs of AGD customers and clients.

Measure(s)

- (State Plan Measure 1.5.2) The number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations.

Timeframe: Ongoing

Responsibility: All public-facing business units

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Develop a Communications Guide that sets out requirements for AGD communications, including alternate formats, enhanced representation of people with disability within communications, and a focus on ability affirming and best practice language when writing and speaking about disability.

Measure(s)

- New AGD Communications Guide is developed and promoted to all AGD staff.

Timeframe: December 2026

Responsibility: Strategic Communications

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Develop State Records guidelines and processes to assist people with disability to access records when required.

Measure(s)

- Guidelines and processes developed through inclusive consultation.

Timeframe: 2027

Responsibility: State Records

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Ensure departmental internal and external complaints systems are accessible to people with disability in line with state government guidelines.

Measure(s)

- Departmental complaints materials and procedures are assessed against accessibility standards as part of existing cyclic review process.

Timeframe: Ongoing

Responsibility: All business units



Priority Area 6: Transportation

Outcome: People with disability can get to where they need to go safely.

Provide supports for victims of crime with disability to travel to engagements in the justice system.

Measure(s)

- Processes and resources in place to provide supports for victims of crime with disability to travel to engagements in the justice system.
- Number of supports provided to enable victims of crime with disability to travel to engagements in the justice system.

Timeframe: Ongoing

Responsibility: Victims of Crime SA

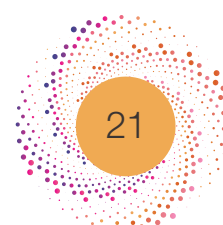
Priority Area 7: Collaboration, consultation and innovation

Outcome: People with disability are actively involved in government decisions that affect their lives.

Include people with disability and/or disability advocates and peak bodies in the development, implementation and review of relevant policies, programs, legislation and initiatives, including targeted consultation as appropriate with ACCOs and ACCHOs, and other intersectional people with lived experience, including specialist advocacy organisations.

Measure(s)

- People with disability and/or disability advocates are engaged to inform the development, implementation and review of relevant policies, programs and initiatives, including in co-design where appropriate.
- AGD Diversity webpage for staff promotes and facilitates engagement through the inclusion of contact information for disability advocates and support groups, including ACCOs and ACCHOs.
- (State Plan Measure 1.7.1) The number of public consultations that included and sought input from people with disability, including engagement with ACCOs.



- (State Plan Measure 1.7.2) The number of people with disability (including parents and carers) serving on committees and working groups.
- (State Plan Measure 5.4.1) The number of policies, programs and laws that have been informed by people with disability, who have lived experience of the justice system.

Timeframe: Ongoing

Responsibility: All business units

Priority Area 8: Housing

Outcome: People with disability have access to appropriate housing.

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Raise staff awareness of referral pathways to accessible and culturally appropriate housing and homelessness support services to enable client referrals if requested.

Measure(s)

- Information and communications are distributed to relevant business units to educate and raise awareness of referral pathways to accessible and culturally appropriate housing and homelessness support services.

Timeframe: Ongoing

Responsibility: Strategic Communications with content support from Justice Policy and Analytics



Domain 2:

Education and employment

Outcome Statement: A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.

Objective: To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

Priority Areas for Domain 2

1. Targeted knowledge, understanding and support
2. Supports and resources for children and young people
3. Targeted transitional supports
4. Access to employment opportunities
5. Inclusive working environments
6. Data and reporting

Priority Area 1: Targeted knowledge, understanding and support

Outcome: People with disability are supported by a South Australian education workforce that has the knowledge and skills to meet their needs and help them succeed.

Identify and promote learning and development providers/opportunities to support AGD staff on request with providing trauma-informed and culturally responsive customer service to people with disability, including:

- victims, complainants and witnesses
- people under the guardianship of the Public Advocate
- people requiring support with wills, estate administration and financial management
- people accessing legal assistance services.

Measure(s)

- Number of learning and development providers and/or opportunities identified and promoted, including Aboriginal providers where possible.
- Number of learning or development sessions delivered (if requested).

Timeframe: Ongoing

Responsibility: Human Resources, all public-facing business units, Justice Policy and Analytics

Priority Area 2: Supports and resources for children and young people

Outcome: Children with disability feel valued, welcomed and have access to inclusive education, starting in the early years.

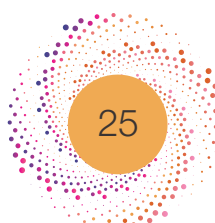
Identify and promote learning and development providers/opportunities to support AGD staff on request with providing trauma-informed and culturally responsive customer service to children and young people with disability.

Measure(s)

- Number of learning and development providers and/or opportunities identified and promoted, including Aboriginal providers where possible.
- Number of learning or development sessions delivered (if requested).

Timeframe: Ongoing

Responsibility: Human Resources, all public-facing business units



Priority Area 3: Targeted transitional supports

Outcome: People with disability have supportive environments to learn, grow, and transition throughout their life.

Actively attract and recruit volunteers with disability and consider and develop pathways to employment where possible.

Measure(s)

- (State Plan Measure 2.3.5) The number of initiatives taken to encourage people with disability to volunteer.

Timeframe: Ongoing

Responsibility: All business units

Priority Area 4: Access to employment opportunities

Outcome: People with disability have opportunities to achieve, develop and succeed in their chosen fields.

Engage with JobAccess and Disability Works Australia (DWA) to attract and recruit candidates with disability for relevant AGD jobs.

Measure(s)

- Business units engage with JobAccess and DWA where relevant.

Timeframe: Ongoing

Responsibility: All hiring managers with Human Resources support



Strengthen education and training for disability inclusive recruitment processes, including:

- Conducting annual reviews of the recruitment panel training online model to ensure alignment with best practice
- Conducting an annual information awareness session with AGD hiring managers about how to access candidates from JobAccess and DWA, reasonable workplace adjustments, and the OCPSE toolkit.

Measure(s)

- An annual review of the online recruitment module is conducted, including a review of the support for managers, and consideration of neurodiversity-focused training and resources for selection panels.
- An annual information session is advertised and held.

Timeframe: Annually

Responsibility: Human Resources

Reasonable workplace adjustments are offered and provided to all candidates and implemented in recruitment processes to ensure inclusivity and accessibility for candidates with disability.

Measure(s)

- Staff are aware of their obligation to provide candidates with disability with reasonable adjustments in the recruitment process.
- All candidates are asked if they require any reasonable adjustments as part of the recruitment process to ensure the recruitment process is equitable.
- (State Plan Measure 2.4.3) The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.

Timeframe: Ongoing

Responsibility: All business units with support from Human Resources

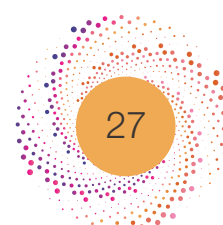
Support flexible working arrangements and reasonable adjustments for staff living with disability / caring for someone with disability, including the provision of an annual reminder to all staff about the AGD Flexible Working Policy.

Measure(s)

- Annual reminder about AGD Flexible Working Policy is sent out to business units.
- Regular conversations held with staff to discuss wellbeing and options for flexible working.

Timeframe: Ongoing

Responsibility: Human Resources, all business units



Priority Area 5: Inclusive working environments

Outcome: People with disability have access to supportive places to earn.

Support and promote implementation of the OCPSE Diversity, Equity and Inclusion Strategy 2023 – 2026.

Measure(s)

- The Diversity, Equity and Inclusion Strategy 2023 – 2026 is promoted across AGD to increase awareness through intranet updates and other activities as appropriately identified.

Timeframe: Ongoing

Responsibility: Human Resources

Reasonable adjustments are made for staff with disability to support successful completion of work duties and equitable access to learning and development opportunities.

Measure(s)

- (State Plan Measure 2.5.1) The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.

Timeframe: Ongoing

Responsibility: All business units

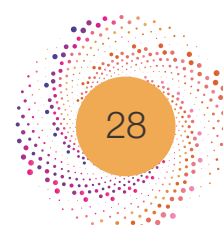
A welcome email is sent to all new starters with a declared disability outlining available disability supports. Optional email also provided to share with line manager.

Measure(s)

- Every new starter with a declared disability receives the informative email and is aware of the supports available.

Timeframe: Ongoing

Responsibility: Human Resources



Priority Area 6: Data and reporting

Outcome: People with disability benefit from state authorities working to improve disability data at both state and national levels.

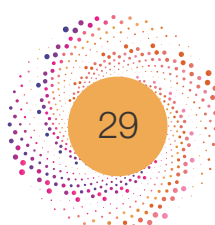
Develop and implement disability data collection and reporting systems as required, including (where available) other intersecting demographic data to enable considered data analysis.

Measure(s)

- (State Plan Measure 2.6.2) Development and implementation of data collection and reporting systems.

Timeframe: Ongoing

Responsibility: All business units required to provide disability data



Domain 3: Personal and community support

Outcome Statement: A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs.

Objective: To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

Priority Areas for Domain 3

1. Accessibility

2. Advocacy and supports

3. Information sharing

4. Family and carer support

5. Programs

Priority Area 1: Accessibility

Outcome: People with disability can easily access community supports and services.

Provide information and referrals to people with disability to connect with community supports as required, including ACCOs and ACCHOs where appropriate.

Measure(s)

- (State Plan Measure 3.1.1) The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.

Timeframe: Ongoing

Responsibility: All public-facing business units

Priority Area 2: Advocacy and supports

Outcome: People with disability are supported to make their own choices and use advocacy when needed to protect and promote their rights.

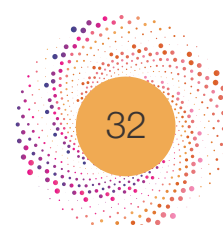
AGD policies and practices encourage choice and control for people with disability, including the choice to seek support from ACCOs where possible.

Measure(s)

- (State Plan Measure 3.2.2) The number of policies and practices to promote and encourage choice and control for people with disability.

Timeframe: Ongoing

Responsibility: All business units



Promote supported decision-making for adults with impaired decision-making ability, including through:

- the Supported Decision-Making pages on the Office of the Public Advocate website
- continued use of the culturally safe supported decision-making tool and training package
- using the My Life My Wishes tool to ensure the wishes and preferences of clients under guardianship are understood
- holding accessible information sessions on rights and responsibilities, adult safeguarding, the SACAT application process, decision-making ability, Guardianship and Administration orders and Advance Care Directives
- publications on the Office of the Public Advocate website including easy read formats.

Measure(s)

- Number of visits to the Supported Decision-Making pages on the Office of the Public Advocate website.
- The number of clients with a completed My Life My Wishes.
- Number of community education sessions conducted and attendance.
- Number of visits/downloads of easy read fact sheets.

Timeframe: Ongoing

Responsibility: Office of the Public Advocate

Priority Area 3: Information sharing

Outcome: People with disability receive more coordinated and effective support when services work together and share information.

Liaise with other government agencies to support the implementation of the State Plan and DAIP.

Measure(s)

- (State Plan Measure 3.3.1) The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.

Timeframe: Ongoing

Responsibility: Justice Policy and Analytics, all business units

Information is exchanged between the Office of the Public Advocate and the National Disability Insurance Scheme Quality and Safeguards Commission to enhance safeguarding of Public Advocate clients who are NDIS participants.

Measure(s)

- Development of data exchange processes under a Memorandum of Understanding schedule.
- Ongoing engagement with the NDIS Commission.

Timeframe: Ongoing

Responsibility: Office of the Public Advocate

Regular engagement between the Public Trustee, the Office of the Public Advocate and the National Disability Insurance Agency to ensure up to date knowledge of any National Disability Insurance Scheme challenges impacting Public Trustee and Public Advocate clients.

Measure(s)

- Regular liaison meetings are held between the Public Trustee, the Office of the Public Advocate and the National Disability Insurance Agency.

Timeframe: Ongoing

Responsibility: Public Trustee, Office of the Public Advocate

Priority Area 4: Family and carer support

Outcome: Carers and families, including siblings of people with disability are provided with dedicated supports and services.

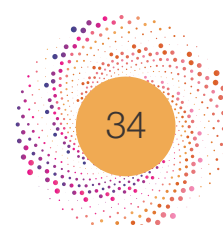
Provide AGD employees who have caring responsibilities with information about dedicated supports and services.

Measure(s)

- Resources and supports are available to staff with caring responsibilities through AGD communication channels.

Timeframe: Ongoing

Responsibility: All business units with support from Human Resources, Strategic Communications



Priority Area 5: Programs

Outcome: Government-funded programs and services include disability-specific provisions to enable full and equal participation.

Where applicable, AGD grant agreements to require recipient service providers to be mindful of demonstrating an ability to provide appropriate services and accessibility for clients with a disability.

Measure(s)

- The number of AGD grant agreements expressly requiring consideration of disability inclusion in service provision.
- (State Plan Measure 3.5.1) The number of grants and funding amount distributed to enhance disability inclusion.

Timeframe: Ongoing

Responsibility: Justice Policy and Analytics



Domain 4: Health and wellbeing

Outcome Statement: A South Australia where all people with disability can attain the highest possible health and wellbeing outcomes throughout their lives.

Objective: To have a well-connected health and mental health sector that is easy to access, navigate and interact with for all people with disability.

Priority Areas for Domain 4

1. Inclusive infrastructure
.....
2. Targeted knowledge, understanding and support
.....
3. Supports and interventions
.....

Priority Area 1: Inclusive infrastructure

Outcome: People with disability have full access to, and inclusion within health infrastructure.

Regularly review AGD intranet health and wellbeing information and resources to ensure staff have access to up to date information on supports which are available to people with disability.

Measure(s)

- AGD intranet provides information on supports which are available to people with disability.

Timeframe: Ongoing

Responsibility: Human Resources

Priority Area 2: Targeted knowledge, understanding and support

Outcome: People with disability can access healthcare that is inclusive and responsive to the intersectionality and diversity of disability, recognising the important role of carers.

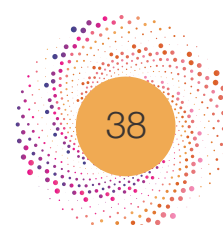
Increase AGD staff knowledge of supports available for staff with disability and carers, and their families.

Measure(s)

- Distribute information and communications to staff to increase awareness of supports available for staff with disability and carers, and their families.

Timeframe: Ongoing

Responsibility: Strategic Communications with content support from Human Resources



Priority Area 3: Supports and interventions

Outcome: People with disability receive coordinated health supports that meet their needs, with stronger connections between mental health and disability services.

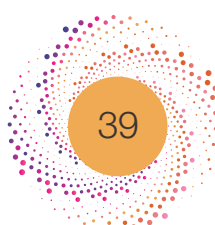
Raise staff awareness of referral pathways to mental health support services, including culturally appropriate services, to enable client referrals if requested.

Measure(s)

- Distribute information and communications to relevant staff to educate and raise awareness of information and referral pathways to mental health support services.

Timeframe: Ongoing

Responsibility: Strategic Communications with content support from Human Resources



Domain 5: Safety, rights and justice

Outcome Statement: A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law.

Objective: To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

Priority Areas for Domain 5

1. Targeted knowledge, understanding and support
.....
2. Responding to emergencies
.....
3. Support and navigating the justice system
.....
4. Consultation and collaboration
.....
5. Safeguarding
.....

Priority Area 1: Targeted knowledge, understanding and support

Outcome: People with disability are understood, supported, and have their rights upheld, including within the justice system.

Relevant justice and legal staff in AGD are supported to complete training and development to become disability confident and respond positively to people with disability, including in culturally appropriate ways.

Measure(s)

- (State Plan Measure 5.1.2) The number and proportion of justice and legal workers completing training or professional development to become disability confident and respond positively to people with disability.

Timeframe: Ongoing

Responsibility: Justice and legal specific business units, with support from Human Resources

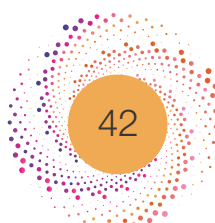
Work in partnership with other Australian jurisdictions to progress the justice-related recommendations of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

Measure(s)

- Continued engagement with other Australian jurisdictions and provision of advice to the Attorney-General on justice-related recommendations of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

Timeframe: Ongoing

Responsibility: Justice Policy and Analytics, Legislative Services



Priority Area 2: Responding to emergencies

Outcome: People with disability are kept safe during emergencies, with their needs planned for and prioritised.

Tailored emergency response systems are developed to ensure the safety of people with disability in AGD workplaces, including:

- employees with disability have targeted Personal Emergency Evacuation Plans
- information and signage on emergency and evacuation processes are clear and accessible to the public in case of emergency.

Measure(s)

- (State Plan Measure 5.2.1) The number of emergency-response resources and systems developed for people with disability.

Timeframe: Ongoing

Responsibility: All business units, with support from Human Resources, Facilities

Priority Area 3: Support and navigating the justice system

Outcome: People with disability receive the right supports for them when navigating the justice system.

Provide trauma-informed, accessible and culturally appropriate support to all people with disability navigating the justice system, including:

- victims, complainants and witnesses
- people under the guardianship of the Public Advocate
- people requiring support with wills, estate administration and financial management
- people accessing legal assistance services.

Measure(s)

- (State Plan Measure 5.3.1) The number of trauma-informed services to identify and support people with disability in the justice system, including access to legal representation.

Timeframe: Ongoing

Responsibility: All public-facing business units, Justice Policy and Analytics

.....

Provide reasonable adjustments for victims, complainants and witnesses with disability during their interactions with the justice system.

Measure(s)

- The number of court-based support programs and specialist lists utilised.
- Communication assistance and accessible formats for legal documents offered.
- Coordination with NDIA and other services for individuals in contact with the justice system.
- Use of visual cues and signage that reinforce safety and inclusion (in office or court room).
- When required, interpreters and translator services are made available where possible.

Timeframe: Ongoing

Responsibility: Office of the Director of Public Prosecutions, SafeWork SA

Priority Area 4: Consultation and collaboration

Outcome: People with disability are involved in the design and delivery of policies, programs and laws.

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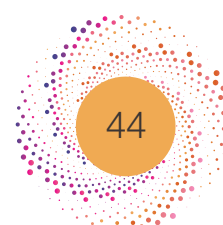
Include people with disability and/or disability advocates and peak bodies, including relevant ACCOs and ACCHOs, in the development, implementation and review of relevant policies, programs and initiatives.

Measure(s)

- (State Plan Measure 5.4.1) The number of policies, programs and laws that have been informed by people with disability, who have lived experience of the justice system.

Timeframe: Ongoing

Responsibility: All business units



Priority Area 5: Safeguarding

Outcome: People with disability can access effective, inclusive and responsive safeguarding supports and services.

Raise community awareness of the protections which are available to safeguard people with disability from abuse and mistreatment, including culturally appropriate services and supports.

Measure(s)

- Make available information and communications to educate and raise awareness of the protections which are available in South Australia to safeguard people with disability from abuse and mistreatment.

Timeframe: Ongoing

Responsibility: Office of the Public Advocate



Glossary

Access and accessibility

Accessibility is about ensuring that people with disability have equal access to programs, employment, training, goods and services, premises, communication, information and technology.

Augmentative and Alternative Communication (AAC)

Ways to communicate other than speech. These might be body movements or gestures, sign language, technology such as computers or tablets, communication books or printed materials.

Co-design

A range of activities and processes used in the design of services and products that involve people who use or are affected by that service or product.

Disability

The *Disability Inclusion Act 2018 (SA)* defines disability in relation to a person as including long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others.

Disability Inclusion Act 2018 (SA)

A South Australian law that guides efforts to improve access and inclusion for people with disability. It requires the development of the State Disability Inclusion Plan and local Disability Access and Inclusion Plans and promotes choice, control, and the removal of barriers.

Inclusion

Inclusion is about embracing and harnessing our diverse resources. It is about removing attitudinal, behavioural and physical barriers so that everyone feels valued and respected, has equal access to opportunities, and is empowered to participate and contribute their skills and perspectives to their workplace and society.

JobAccess

An Australian Government [national hub](#) for workplace and employment information for people with disability, employers and service providers.

Justice system

The laws, services and processes that address legal issues and disputes. This includes the criminal justice system (for people accused of breaking the law), the civil justice system (for resolving problems like housing, family or discrimination), and the youth justice system, which responds to children and young people who come into contact with the law.

Lived experience

The personal knowledge and understanding a person has gained through direct, first-hand experience of disability.

Neurodivergence and neurodivergent

A non-medical term describing various neurological variations from the dominant societal norm, and people with these variations in their neurological development. Neurodivergent, in contrast to neurotypical, is used to describe people who may have one or more ways in which their brain functions differently to the 'typical' way. Some Autistic people also refer to themselves as neurodivergent.

Neurodiversity

Neurodiversity is the concept that variations in human brains, including 'typical' and 'non-typical' variations like autism, attention deficit hyperactivity disorder, dyslexia, and others are natural differences.

Reasonable workplace adjustment

A reasonable workplace adjustment is any adjustment to the workplace to accommodate a person with disability to fulfil the inherent duties of a role that does not significantly affect or disrupt the business operation of the workplace, put at risk clients or co-workers or cause unjustifiable hardship.

Supported decision-making

Supported decision making is the process of providing support to people to make decisions to remain in control of their lives. Supported decision making involves building the skills and knowledge of people with disability, their friends, families, carers, peers and professionals.

Universal Design

Universal Design is defined by the Australian Human Rights Commission as designing environments so they can be accessed, understood and used by everyone regardless of age, size, ability or disability—and encompassing the creation of facilities, products, services and environments usable by all people without adaptations.

Appendix 1

Our SA Autism Strategy 2025-2029 Action Plan Commitments

The SA Autism Strategy 2025-2029 (Strategy) is a strategic document that supports inclusion of Autistic people, and their families and carers in South Australia. The Strategy Action Plan 2025-2029 (Action Plan) outlines the steps the South Australian Government will take to fulfill the commitments of the Strategy.

Following an extensive community consultation process including people with living with disability, and state government agencies, the Action Plan includes 22 actions and measures assigned to all government agencies under the Focus Areas of diagnosis, education, workplace, supports and services, community participation, and interactions with the justice system. An additional 7 actions have been assigned to AGD, based on internal consultation with AGD business units in 2024.

Actions and measures relevant to AGD are outlined below.

Focus Area 1: Pathways to diagnosis

Commitment 1: Create clearer and more consistent pathways to diagnosis for Autistic people of all ages.

Target: Raise public awareness regarding diagnostic pathways and ensure all information and resources are accessible and easy to navigate.

Develop and promote information, where appropriate, on autism to assist people and their families to access services, for example:

- assessment and diagnostic services
- counselling and support following a diagnosis
- autism and disability specific information
- supports for parents with disability, including autism.

Measure(s)

- The number of autism-related information sources* developed, promoted and/or delivered to assist people and families to access autism-related services such as assessment, diagnosis, counselling, and parent supports.

*Sources include: Resources, online content, brochures, survey material.

Timeframe: Ongoing

Responsibility: All relevant business units

Data source: Event attendance records, website analytics

Focus Area 3: Thriving in the workplace

Commitment 1: Improve knowledge, understanding and awareness of autism across the workforce.

Target: Ensure public sector employees undertake Autism Awareness and Understanding training.

Ensure in-person and online Autism Awareness and Understanding training is completed across public sector workforce.

Measure(s)

- The number of staff who undertook Autism Awareness and Understanding Training online and in-person.

Timeframe: Ongoing

Responsibility: Human Resources, all business units

Data source: Training management records



Target: Increase awareness of autism across the public sector workforce and the strengths and benefits of employing Autistic people.

Outline the initiatives completed to promote autism inclusion in the workplace.

Measure(s)

- The number of initiatives completed to promote autism inclusion in the workplace including events, days of significance, internal staff communications/newsletters, social media.

Note: Aligns with State Disability Inclusion Plan Measure 1.2.1.

Timeframe: Ongoing

Responsibility: Human Resources, Strategic Communications, relevant business units

Data source: Website analytics, business area staff communications/newsletters

Engage Autistic employees and employees with disability to provide advice and inform inclusion activities, including to assist in promoting days of significance.

Measure(s)

- The number and proportion of lived experience staff engaged to inform inclusion activities.

Note: Aligns with State Disability Inclusion Plan Measure 1.2.1.

Timeframe: Ongoing

Responsibility: All business units

Data source: Consultation records, committee/meeting records, survey and feedback material

Commitment 2: Create an accessible, inclusive and welcoming public sector where Autistic people can thrive.

Target: Embed autism inclusion into workplace policies and practices.

Review recruitment policies and processes to ensure they support reasonable adjustments and are responsive to the alternative ways Autistic employees can engage throughout the recruitment and training processes.

Measure(s)

- The number and proportion of recruitment and training policies and processes that are reviewed to ensure they support Autistic and/or neurodivergent staff.

Timeframe: Ongoing

Responsibility: Human Resources, all business units

Data source: Policy registers



Review and implement reasonable adjustments procedures and flexible workplace arrangements that support all staff, including Autistic employees and parents and carers of Autistic people.

Measure(s)

- The number and proportion of reasonable adjustment and flexible workplaces arrangement procedures to support staff, including Autistic staff, that are:
 - reviewed
 - implemented.

Timeframe: Ongoing

Responsibility: All business units

Data source: Reasonable adjustment and flexible workplace arrangement records

Review and update, where applicable, new starter forms to include an opportunity to identify as Autistic and/or neurodivergent to enable more accurate reporting and awareness in the public sector workforce.

Measure(s)

- The number of onboarding forms used to identify Autistic and/or neurodivergent staff that are reviewed and updated.
- AGD onboarding forms are updated in alignment with OCPSE approach when finalised.
- Continued AGD engagement in ongoing OCPSE project to update onboarding forms and information collection.

Timeframe: Ongoing

Responsibility: Human Resources

Data source: Human Resources policy records

Target: Develop strategies to improve the overall health and wellbeing of Autistic public sector employees.

Identify appropriate mechanisms, including clear confidentiality, to ensure Autistic employees feel safe, supported and confident to disclose that they are Autistic at the commencement of employment and through the employment lifecycle.

Measure(s)

- The number of support mechanisms available to ensure Autistic and/or neurodivergent staff can disclose confidentially.

Timeframe: Ongoing

Responsibility: Human Resources, all business units

Data source: Human Resources and individual business area policy and procedure records

Continue to promote and provide EAP services that are inclusive, culturally appropriate, neurodiversity-affirming and in a range of modes and formats to support the diverse communication styles of Autistic employees.

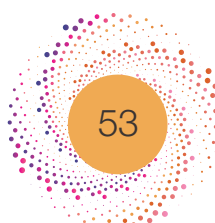
Measure(s)

- Are Employee Assistance Program (EAP) services being promoted?

Timeframe: Ongoing

Responsibility: All business units

Data source: Intranet/Newsletter communications, internal business area communications



Commitment 3: Increase opportunities for Autistic people to gain meaningful and lasting employment.

Target: Develop programs and resources that support Autistic people transition into meaningful employment in the public sector.

.....

Deliver programs that target diversity and inclusion for Autistic people to gain practical workplace experience while undertaking higher education to support them into employment long-term.

Measure(s)

- The number of programs that target diversity and inclusion for Autistic and/or neurodivergent people to gain practical workplace experience while undertaking higher education.

Timeframe: 2029

Responsibility: Not applicable

Data source: Not applicable

.....

Review and implement opportunities for supported transition into employment programs for Autistic people transitioning into employment in the public sector to receive tailored supports, ensuring that Autistic people are supported initially and ongoing.

Measure(s)

- The number of employment transition programs that support Autistic and/or neurodivergent people are reviewed.
- The number of Autistic and/or neurodivergent people those programs accessed.

Timeframe: 2029

Responsibility: Not applicable

Data source: Not applicable

Target: Provide alternative workplace training and volunteer options that support Autistic people entering the public sector workforce.

Review and implement alternative and accessible workplace training options to support Autistic employees, including in a range of accessible formats and learning styles.

Measure(s)

- The number of alternative and accessible workplace training options available to support Autistic and/or neurodivergent staff.

Timeframe: 2029

Responsibility: Human Resources

Data source: Online training data, in person workshops

Identify volunteering opportunities for Autistic people across AGD.

Measure(s)

- The number of volunteering opportunities for Autistic people.

Timeframe: Ongoing

Responsibility: All business units

Data source: Volunteer program data

Review existing peer support or mentoring programs to ensure they are inclusive of Autistic employees.

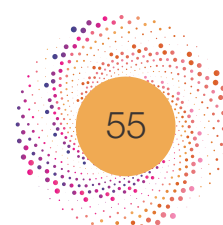
Measure(s)

- The total number of peer support and/or mentoring programs and, of those, the proportion reviewed to ensure they are inclusive of Autistic staff.

Timeframe: Ongoing

Responsibility: Human Resources

Data source: Peer/Mentoring support program data



Commitment 4: Consider alternative employment initiatives when transitioning from education to employment.

Target: Develop programs or supported pathways for Autistic students transitioning from education settings to employment across the public sector.

Review existing graduate programs to expand pathways for Autistic graduates from education settings to employment.

Measure(s)

- The number of expanded pathways for Autistic graduates engaging in graduate programs.

Timeframe: Ongoing

Responsibility: Not applicable

Data source: Not applicable

Focus Area 4: Access to supports and services

Commitment 1: Develop a centralised state information system to support access and navigation of available supports and services.

Target: Ensure resources and information about supports and services are updated, easily accessible and autism inclusive.

Deliver or review initiatives, platforms and systems to connect Autistic people with information in various accessible formats across AGD supports and services.

Measure(s)

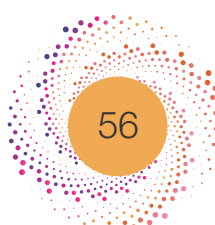
- The number of initiatives, platforms and systems made to connect Autistic people with information in various accessible formats.

*Initiatives, platforms and systems include: website content, accessible formats (e.g. Easy Read).

Timeframe: Ongoing

Responsibility: Strategic Communications with content support from Justice Policy and Analytics

Data source: Human Resources and business unit training management records



Commitment 2: Improve the knowledge and understanding of autism amongst professional staff.

Target: Involve the Autistic and autism community in feedback processes to inform the direction of supports and services.

In consultation with the Office for Autism, develop and implement a reporting process within the Ombudsman SA complaints management system to identify areas for improving accessibility.

Measure(s)

- Reporting process developed and implemented to identify areas for improving accessibility.

Timeframe: 2026

Responsibility: Ombudsman SA

Data source: Ombudsman SA complaints management system

Commitment 3: Work with organisations to ensure evidence and research on autism can be effectively and efficiently translated into practice.

Target: Collaborate with subject matter experts when developing and implementing supports and services for Autistic people.

Collaborate with autism-specific organisations, where relevant, when developing and implementing policies, supports and services for Autistic people.

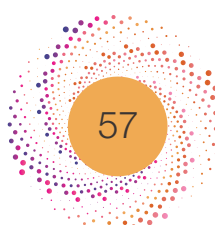
Measure(s)

- The number of autism-specific organisations engaged when developing and implementing policies, support and services for Autistic people.

Timeframe: Ongoing

Responsibility: All business units

Data source: Business unit external engagement records



Target: Collaborate with the Autistic and autism community throughout the planning, development and implementation phases to ensure services are neurodiversity-affirming and are effectively meeting the needs of Autistic people.

Consult with reference groups and lived experience groups, where relevant, on autism-related matters to provide insights and guidance on identifying and addressing barriers to accessing services provided by the Government of South Australia.

Measure(s)

- The number of reference and/or lived experience groups engaged to identify and address barriers to accessing services on autism-related matters.

Timeframe: Ongoing

Responsibility: All business units

Data source: Business unit external engagement records

Commitment 4: Ensure neurodiversity-affirming and culturally appropriate services and supports are available.

Target: Improve existing services to ensure they are streamlined, effective and efficient to meet the individual needs of Autistic people.

Review and update, where relevant, the customer service areas and experiences to ensure Autistic people feel supported when accessing services.

Measure(s)

- The number of customer service areas reviewed and updated to ensure Autistic and/or neurodivergent people are supported when accessing services.

Timeframe: Ongoing

Responsibility: All public-facing business units

Data source: Customer Service area policy and practice records

Target: Ensure a wide range of neurodiversity-affirming and culturally appropriate services and supports are available, including to Autistic people who do not yet have an autism diagnosis.

In the development of new strategies and initiatives, the State Autism Strategy and/or Autism Charter will be linked and referenced, where appropriate.

Measure(s)

- The number of references made to the State Autism Strategy and/or the Autism Inclusion Charter in new strategies and initiatives.

Timeframe: Ongoing

Responsibility: All business units

Data source: Strategy and business area initiative records

Target: Improve data capturing strategies of diverse cohorts of people accessing state government services and supports.

When consulting to inform the development of new strategies and initiatives, personal identifying data will be collected where appropriate, to capture and consider the specific perspectives of the Autistic community.

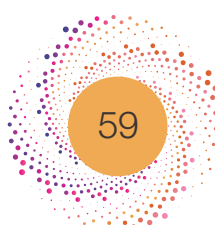
Measure(s)

- Are you capturing personal identifying data including Autistic and/or neurodivergent people during consultation on the development of new strategic and initiatives? Y/N

Timeframe: Ongoing

Responsibility: All business units, where relevant and appropriate

Data source: Business area initiative records



Focus Area 5: Participation in the community

Commitment 1: Partner with organisations, sporting clubs, local councils and community services to support inclusive initiatives for Autistic people of all ages.

Target: Collaborate with the Autistic and autism community to ensure activities and services are autism inclusive.

Consult with the Autistic and autism community, where appropriate, when planning and organising events to ensure they are autism inclusive, such as the inclusion of breakout or sensory spaces.

Measure(s)

- The number and proportion of lived experience people engaged to inform planning and organising of events.

Timeframe: Ongoing

Responsibility: All business units

Data source: External engagement records

Focus Area 7: Interactions with the justice system

Commitment 3: Create autism inclusive environments within criminal justice settings.

Target: Collaborate with stakeholders and lived experience groups to ensure criminal justice settings are autism inclusive.

Identify appropriate professionals who can be engaged by the Office of the Director of Public Prosecutions to provide communication assistance for Autistic victims and witnesses with complex communication needs, ensuring they can understand and communicate with the court.

Measure(s)

- Appropriate professionals able to provide communication assistance for Autistic victims and witnesses with complex communication needs are identified and engaged where appropriate.

Timeframe: 2026

Responsibility: Office of the Director of Public Prosecutions

Data source: Office of the Director of Public Prosecutions communication partner records



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As part of the three-year Office of the Director of Public Prosecutions (ODPP) plan, develop an ODPP Diversity and Inclusion Working Group to identify opportunities to ensure ODPP policies, processes and resources reflect to the needs of diverse communities.

Measure(s)

- ODPP Diversity and Inclusion Working Group established.

Timeframe: 2026

Responsibility: Office of the Director of Public Prosecutions

Data source: Office of the Director of Public Prosecutions Diversity and Inclusion Working Group records

Target: Provide supports and services in various formats to ensure Autistic people can access information about services, rights, informed decision-making and support inclusion.

.....

Develop resources for Autistic victims with written and visual information about the do's and don'ts at trials, to support verbal information provided.

Measure(s)

- Number of resources developed for Autistic victims with written and visual information about the do's and don'ts at trials.

Timeframe: 2026

Responsibility: Office of the Director of Public Prosecutions

Data source: Office of the Director of Public Prosecutions records

.....

Ensure that the Canine Court Companion is accessible to Autistic witnesses and victims, subject to availability.

Measure(s)

- Number of Autistic witnesses and victims supported by the Canine Court Companion.

Timeframe: Ongoing

Responsibility: Office of the Director of Public Prosecutions

Data source: Office of the Director of Public Prosecutions records

.....

Continue to use the vulnerable witnesses' provisions to apply for special arrangements when taking the evidence of an Autistic witness who is the alleged victim of a serious offence, in accordance with the views and wishes of that witness.

Measure(s)

- Number and type of special arrangements made for Autistic witnesses when taking evidence.

Timeframe: Ongoing

Responsibility: Office of the Director of Public Prosecutions

Data source: Office of the Director of Public Prosecutions records

.....

Support staff from the Office of the Director of Public Prosecutions to increase autism awareness in order to inform the provision of appropriate supports for engaging with the prosecution process.

Measure(s)

- Number and types of activities and initiatives undertaken to support Office of the Director of Public Prosecutions staff increase autism awareness.

Timeframe: Ongoing

Responsibility: Office of the Director of Public Prosecutions

Data source: Office of the Director of Public Prosecutions records



Government of South Australia
Attorney-General's Department