

Disability Action Plan

2025 – 2027



Australian
Broadcasting
Corporation

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Acknowledgement of Country

The ABC acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live, learn and work.

Message from the Managing Director

Every person deserves the chance to contribute, feel valued, and thrive in their workplace. For people with disability, too many barriers have stood in the way of that right. As a public media organisation, we have both the responsibility and the opportunity to ensure this for our staff, our audiences, and the wider community.



This Disability Action Plan is the ABC's commitment to creating a more inclusive and accessible organisation. It brings together important work that is already well established, introduces new and expanded initiatives, and provides a clear framework for tracking progress. Most importantly, this Plan reflects a shared belief across the organisation that inclusion and accessibility make us stronger and more creative and connected to the communities we serve.

The Plan is guided by four focus areas:

- Growing a disability-inclusive workforce.
- Creating content that is accessible and inclusive.
- Making our workplaces accessible to all.
- Building partnerships that help us go further.

Within these pillars, we place particular focus on creating entry-level pathways and early career opportunities for people with disability that are responsive and adaptive to staff needs. By widening the door at the start of people's careers, and ensuring the right supports are in place, we can nurture talent, create genuine career progression, and help build a workforce that better reflects the diversity of the community.

This Plan actively demonstrates the ABC's commitment to its values of aiming high, thinking differently, taking ownership and delivering together. Perhaps most critically however, the Plan reinforces a deep commitment to respect, honesty, and diversity and inclusion, which underpins all we do at the ABC. Every staff member deserves to feel like they belong and that their contributions are recognised and valued. For staff with disability, this also means removing barriers and providing real opportunities for advancement and leadership.

The ABC Disability Action Plan is a step forward, but not the finish line. It will help us track our progress and ensure accountability. Inclusion and accessibility are not optional extras, but rather core parts of the ABC that will continue to guide how we work, create, and grow together.

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke at the end.

Hugh Marks
Managing Director

About this Plan

The ABC is committed to building a workplace that is inclusive, accessible and respectful of the rights and contributions of people with disability.

The Disability Action Plan (DAP) outlines the ABC's strategy to identify and remove barriers that may limit full participation — whether as employees, audience members, visitors or creative collaborators. The Plan is operational from 1 July 2025 to 30 June 2027.

The ABC's approach is guided by the principles of the *Disability Discrimination Act 1992*, the *United Nations Convention on the Rights of Persons with Disabilities* and the organisation's broader commitment to diversity and inclusion. Accessibility is recognised not only as a legal responsibility but as a core value that strengthens culture, creativity and connection with the communities the ABC serves.

The Plan meets the requirements of the *Equal Employment Opportunity (Commonwealth Authorities) Act 1987* and aligns with key organisational strategies, including the ABC's Diversity, Inclusion & Belonging Plan 2023–2026, the Elevate Reconciliation Action Plan 2024–2027 and the ABC 5-Year Plan 2023–2026. It applies across all areas of the organisation, encompassing inclusive

employment practices, physical and digital accessibility, accessible communication and meaningful audience engagement.

As Australia's national broadcaster, the ABC has a responsibility to reflect and represent the diversity of the nation. The DAP supports that mission by embedding inclusive practices across operations and ensuring that content, services and workplaces are accessible to all.

The ABC's approach is informed by the social model of disability and grounded in a human rights framework. Disability is understood not as an inherent limitation but as the result of barriers that prevent full and equal participation. By removing these barriers, the ABC upholds the dignity and rights of people with disability and establishes itself as an inclusive national broadcaster.

The ABC acknowledges that accessibility is an ongoing journey. Through the DAP, the organisation embeds inclusive practices into all aspects of its work and environments, ensuring that people with disability can contribute, progress and access opportunities.



National Disability Affairs Reporter Nas Campanella.
(Photo credit: supplied)

Disability in Australia

**5.5 million
(21.4%)**

Australians live with disability.

**2.7 million
Australians**

living in households of working age (aged between 15 and 64 years) have disability.

**1 in 4
Australians
(24.7%)**

reported a mental or behavioural disorder as their main condition.

More than 3 million Australians provide care to people with disability, often within the same household or family. This includes 1 in 8 Australians who offer unpaid care to a person with disability or an older person.

**Almost
1 in 2
Australians
(42.9%)**

aged between 16 and 85 years' experience a mental health condition during their lifetime.

People aged between 15 and 64 years with disability have both lower labour force participation (60.5%) and higher unemployment rates (7.5%) than people without disability (84.9% and 3.1% respectively).



Source:
Australian Bureau of Statistics (2024), *Disability, Ageing and Carers, Australia: Summary of Findings*
Australian Bureau of Statistics (2023), *National Study of Mental Health and Wellbeing*

ABC Screen staff delegate Daniel Keyzer in conversation with Louise Yates from the ABC TV series *Bellbird* at the Driving Change Disability Employment Summit. (Photo credit: Julie Firak)

Disability at the ABC

The ABC uses the Australian Bureau of Statistics' definition which defines disability as any impairment or condition which impacts daily activities, communication and/or mobility and has lasted or is likely to last for at least six months or more. This includes but is not limited to:

- Loss of sight not corrected by glasses or contact lenses.
- Loss of hearing where communication is restricted or an aid is required to assist with, or substitute for hearing.
- Speech difficulties.
- Shortness of breath or breathing difficulties causing restriction.
- Chronic or recurrent pain or discomfort causing restriction.
- Blackouts, fits, or loss of consciousness.
- Difficulty learning or understanding.
- Incomplete use of arms or fingers.
- Difficulty gripping or holding things.
- Incomplete use of feet or legs.
- Nervous or emotional condition causing restriction.
- Restriction in physical activities or in doing physical work.
- Disfigurement or deformity.
- Mental illness or condition requiring help or supervision.
- Long-term effects of head injury, stroke or other brain damage causing restriction.
- Receiving treatment or medication for any other long-term conditions or ailments and still being restricted.
- Any other long-term conditions resulting in a restriction.

The ABC recognises that mental health can also affect wellbeing. The organisation offers support through a trauma management program, robust employee assistance program and other workplace resources.



Employees with disability

Total ABC employees

4,604

Employees with disability

6.2%

Target

7%

People with disability by occupation group

Executives

6.8%

Content Makers

6.3%

Admin/Professionals

6.2%

Technologists

5.1%

Neurodiversity

The ABC acknowledges that some neurodivergent people may not identify as a person with disability. The organisation values the diverse ways in which individuals think, learn and engage with the world. Processes outlined in the Workplace Adjustments Guidelines enable the ABC to provide tailored support that addresses individual requirements, removes barriers and promotes inclusion.

The ABC identifies disability representation within its workforce through the Diversity and Inclusion Data Collection form, which asks employees to indicate whether they have a disability by selecting yes, no, or prefer not to say. Providing this information is voluntary, and responses are confidential. The ABC uses this data to inform workforce planning, monitor inclusion initiatives, and ensure that employees with disability have equitable access to opportunities and support.

Numbers and percentages are based on total headcount of non-casual employees as at 31 August 2025.

Achievements



ABC Sport Reporter Elizabeth Wright at the Australian Sports Commission Media Awards 2025. (Photo credit: Australian Sports Commission)

- The ABC received Best in Class — Procurement at the Australian Disability Network’s Disability Confidence Awards in 2025, recognising the organisation’s commitment to engaging and supporting inclusive suppliers.
- Inclusive Design Lead Gerry Neustatl was nominated for Changemaker of the Year and recognised for Outstanding Contribution for advancing accessible digital systems at the Australian Disability Network’s Disability Confidence Awards in 2025.
- The ABC was shortlisted for Initiative of the Year for collaboration with the Department of Social Services on International Day of People with Disability in 2025.
- The ABC’s Accessibility team were finalists for the Australia Access Awards’ Accessibility Initiative of the Year in 2025. The team was recognised for its Inclusive Design Research Practices.
- The ABC strengthened its inclusion capability through the creation of a Senior Advisor, Disability role within the Inclusion and Wellbeing team, providing expert accessibility advice and supporting managers and employees with workplace adjustments.
- Editorial guidelines were introduced to ensure accurate, respectful and inclusive representation of people with disability.
- As part of an ongoing partnership, the ABC sponsors the inaugural Driving Change Disability Summit with Bus Stop Films. The event promotes industry discussions on increasing disability employment in film, television and commercial production.
- In 2025 the ABC celebrated the sixth year of its partnership with the Department of Social Services for International Day of People with Disability, creating paid professional roles through the Content Commissioning Fund and showcasing content across ABC platforms.
- The organisation joined the Hidden Disabilities Sunflower Program, enabling staff with non-visible disabilities to access discreet support through lanyards or pins and promoting organisational awareness of non-visible disabilities.
- Sports Reporter Elizabeth Wright was awarded Best Coverage of Sport for People with Disability at the Australian Sports Commission Media Awards in 2025.

Strategic pillars

The ABC's Disability Action Plan (DAP) is underpinned by a commitment to empower people with disability, expand accessibility for audiences, create inclusive environments and strengthen partnerships that deliver lasting change.

1 Disability inclusive workforce

The ABC is committed to attracting, retaining and supporting employees with disability. The organisation will nurture a workplace culture that is respectful, inclusive and enabling, ensuring equitable access to opportunities, resources and career development. The ABC values and recognises the contributions of employees with disability as essential to its success.

2 Accessible content, products and services

The ABC will continue to strengthen the accessibility of its content, products and services so all audiences — including people with disability — can engage fully and equitably. By removing barriers to participation, the ABC will ensure audiences, communities and stakeholders can connect meaningfully with Australia's national broadcaster.

3 Workplace accessibility

The ABC is committed to creating and maintaining physical and digital environments that support full participation for people with disability. This includes ensuring that buildings, facilities and workplaces meet or exceed national accessibility standards. Accessibility will be embedded in infrastructure, workplace design, operational policies and organisational culture.

4 Partnerships

The ABC will strengthen and expand partnerships that advance disability inclusion across its workforce, content and operations. Through collaboration, the organisation will share expertise, co-design solutions, and promote best practice to embed accessibility across all aspects of the ABC.

1. Disability-inclusive workforce

The ABC is committed to attracting, retaining and supporting employees with disability. The organisation will foster a workplace culture that is respectful, inclusive and enabling. The ABC will ensure that employees with disability have equitable access to opportunities, resources, career development and their contributions are recognised and valued.

1.1 Disability-confident recruitment practices

The ABC will continue to take a disability-confident approach to recruitment practices across all stages of hiring. The ABC's *Affirmative Measure Disability Checklist & Training Guide* supports hiring managers in creating accessible experiences for candidates with disability. Workplace adjustments are offered and discussed during application, interview, and onboarding stages to ensure candidates can participate fully. Additionally, managers and recruiters have access to disability awareness and inclusive practice training.

1.2. Career pathways and access

The ABC will implement targeted employment initiatives designed to create equitable career pathways and support progression for people with disability, in partnership with the Australian Human Rights Commission's IncludeAbility and Equality at Work programs. For the ABC, being an accessible and inclusive employer means ensuring people from all backgrounds can contribute and thrive. Establishing clear career pathways not only helps create fairer access to the industry but also enriches the ABC's ability to share a wider range of perspectives and experiences with audiences.

1.3 Workplace Adjustment Guidelines and Passport

The ABC provides accessible opportunities for all employees through the *Workplace Adjustment Guidelines*. As outlined in the Guidelines, the organisation will strive to accommodate workplace adjustments where possible and reasonable, to support the needs of current and prospective employees. Adjustments are regularly reviewed to maintain effectiveness. The *Workplace Adjustment Passport* allows employees to record agreed adjustments and share them across teams, reducing the need to re-explain requirements when roles or reporting lines change.

Measures of success

- Staff report that they feel supported and comfortable discussing workplace adjustments.
- Inclusive recruitment practices are consistent in all recruitment processes.
- Creation of early career pathway and program for people with disability.
- Increase in completion rate of disability awareness training among all ABC staff.
- Increased awareness of the ABC's mentoring program among employees with disability.
- Disability workforce representation increases to at least 7% by June 2027, with quarterly progress reported through the ABC's diversity dashboard.

1.4 Disability training

The ABC will continue to promote a disability-confident workplace by providing training which covers the different models of disability, as well as inclusive language and best practices. Teams can also access tailored training through external partners for specialised learning opportunities.

1.5 Mentoring and career development

The ABC Mentoring Program will continue to connect employees with disability to experienced colleagues, providing guidance, support and insights tailored to individual goals. This structured development supports career growth and inclusion across the organisation.

1.6 Employee network groups – ABC Inclusive

ABC Inclusive is an employee-led group that provides a community for people with disability and their allies. The group fosters connection, peer support and knowledge-sharing across the organisation, creating a safe space for employees to discuss experiences, raise concerns and celebrate achievements. ABC Inclusive members contribute insights and feedback based on lived experience to help inform workplace policies, accessibility improvements and staff training programs.

1.7 Workforce representation target

The ABC is committed to achieving at least 7% disability representation in its workforce by June 2027. Achieving this goal will require embedding inclusive recruitment practices, supporting career development pathways and ensuring workplace adjustments are accessible and effective. Progress will be monitored quarterly and reported through the ABC's diversity dashboard.



ABC News Breakfast Reporter Charles Brice in Paris for the Paralympics.
(Photo credit: supplied)

2. Accessible content, products and services

The ABC will strengthen the accessibility of its content, products and services so that all audiences — including people with disability — can engage fully and equitably. By removing barriers to participation and access, the ABC will enable audiences, communities and stakeholders to connect meaningfully with the national broadcaster.

2.1 Content accessibility

The ABC will ensure all audiences can engage fully by meeting WCAG standards and Australian Accessible Procurement guidelines. Images will include meaningful alternative (alt) text. Audio or video content will be supported with captions, transcripts, Auslan translations and audio descriptions where appropriate. The ABC will continue to explore emerging technologies and innovative approaches to improve accessibility across digital platforms.

2.2 Editorial guidelines

The ABC will apply editorial guidelines that promote the respectful representation of people with disability. This includes specific guidelines on reporting on and portraying disability in ABC content, language and avoiding stereotypes. The editorial guidelines are accompanied by accessibility guidelines, which ensure content usability for audiences.

2.3 Universal and Inclusive Design Principles when developing products and services

The ABC will continue to incorporate Universal and Inclusive Design Principles in the development of products, services, and digital platforms. This approach will ensure that content and services are usable by the broadest possible audience, regardless of ability, age or circumstance. These principles are embedded from the planning stage through to testing and delivery, ensuring that accessibility is integral rather than retrofitted. The ABC will explore and implement emerging technology to enhance accessibility.

2.4 Staff training and awareness

Employees will receive training on inclusive design and accessible content production, equipping teams to apply international accessibility standards and consider accessibility at every stage of development.

Measures of success

- All ABC content and products meet WCAG standards.
- Captions, audio descriptions, and transcripts are provided for ABC audio and video content, ensuring compliance with WCAG standards and offering inclusive consumption options.
- Digital interfaces and technologies are updated where needed to ensure that the ABC has accessible technology.
- Staff are equipped with the knowledge and skills to create accessible digital products and content.

3. Workplace accessibility

The ABC is committed to creating and maintaining physical and digital environments that enable full participation for people with disability. This includes ensuring that ABC buildings, facilities, and physical and digital workplaces meet or exceed national accessibility standards and support the needs of employees, audiences and visitors. Accessibility is embedded not only in infrastructure but also in operational practices, workplace design and organisational culture.

3.1 Physical workspace

The ABC will ensure that office buildings, studios, and public-facing facilities comply with relevant accessibility standards. This includes features such as:

- Step-free entry, ramps and lifts.
- Accessible workstations and meeting rooms.
- Adjustable desks and ergonomic equipment.
- Accessible toilets and amenities.
- Clear signage with tactile and high-contrast design.

Regular accessibility audits are conducted to identify and address barriers, and renovation or refurbishment projects prioritise inclusivity and universal access.

3.2 Workplace adjustments

The ABC will continue to provide tailored workplace adjustments to support employees with disability. This includes:

- Assistive technologies and adaptive equipment.
- Flexible work arrangements, including remote work options.
- Individual workplace modification plans to meet specific needs.
- Support from managers and People & Culture to implement workplace adjustments.

*The Assembly student Abbey Faulkner in action, giving analysis on the NRL finals.
(Photo credit: supplied)*



3.3 Supplier and contractor accessibility

The ABC's Property, ICT, Digital and procurement teams will ensure accessibility requirements are embedded into all products and services purchased or delivered by third parties. This includes technology integration and accessibility standards across facilities, systems and platforms. Accessibility requirements are incorporated into market engagement documents, contracts and partnerships, ensuring that all goods, services and solutions uphold the ABC's commitment to inclusion and meet accessibility standards in every project.

Headliners band Sync or Swim with Ella Hopper and Elly-May Barnes. (Photo credit: supplied)



3.4 Public events

The ABC will ensure public events, performances, screenings and community activities are accessible for people with disability. Accessibility is considered from the earliest planning stages and includes:

- Accessible venues and seating with step-free entry and clear pathways.
- Communication support, such as captions, Auslan interpreters, audio description and hearing loops.
- Accessible information, including event materials in alternative formats and clear signage.
- Inclusive booking processes, ensuring ticketing systems accommodate accessibility needs.
- Emergency procedures designed for safe evacuation of people with disability.

Measures of success

- Design for Dignity principles are applied in new buildings and refurbishments.
- Physical audits are conducted across ABC sites and barriers are addressed.
- The ABC meets legislative building accessibility standards, ensuring access for all.
- All ABC physical and digital workplaces are inclusive and responsive to the needs of employees with disability.
- Suppliers engaged by the ABC are required to meet the ABC's accessibility standards. Clauses are included in supplier contracts and procurement documents.
- The ABC considers accessibility in public events.

4. Partnerships

The ABC is committed to strengthening and expanding partnerships that advance disability inclusion across its workforce, content and operations. Partnerships enable the ABC to share expertise, co-design solutions, promote best practice and embed accessibility across all aspects of the organisation.

4.1 Workforce partnerships

The ABC will continue working with disability advocacy organisations and employment networks to attract and support employees with disability, providing guidance on inclusive practices, adjustments and career development. Partnerships with organisations such as the Australian Disability Network, Hidden Disabilities Sunflower Program and the Human Rights Commission keep the ABC informed on emerging technologies and trends, enabling innovation and contributing to broader systemic change.

4.2 Content and production partnerships

The ABC will continue its partnership with the Department of Social Services to deliver initiatives for International Day of People with Disability (IDPWD). Through the IDPWD Content Commissioning Fund and Storyteller Scholarship, the ABC creates professional opportunities for people with disability to host programs and produce content featured across ABC platforms.

The ABC also works with organisations such as Bus Stop Films to support neurodiversity and disability-inclusive practices. These collaborations ensure accessibility is considered throughout the content lifecycle, from concept and production to distribution. The partnerships provide expertise in captioning, audio description, inclusive storytelling and accessible production techniques, helping the ABC reach and engage all audiences.



Disability advocate, stand up comedian and International Day of People with Disability Storyteller Recipient Madeleine Stewart. (Photo credit: supplied)



Senior Presenter and Journalist Leigh Sales and Head of Screen NSW Kyas Hepworth at the Driving Change Disability Employment Summit 2024.

4.3 Community engagement

The ABC will continue its engagement with disability communities, advocacy groups and cultural organisations to inform its policies, practices and services. Regular consultation ensures that the lived experiences of people with disability shape the ABC's approach to accessibility, content and workplace inclusion. The ABC also hosts disability groups on site to provide insight into career pathways in the media industry, helping to build awareness and foster future talent. These partnerships strengthen the ABC's connection to audiences and support inclusive representation in programming.

4.4 Supplier and industry collaboration

The ABC will continue working with suppliers who are inclusive of people with disability and aware of the importance of digital and physical accessibility. During market engagements, the ABC provides suppliers with the ABC Supplier Code of Conduct. The ABC embeds accessibility requirements in market engagement documents and contracts. Combined with the Code, these documents demonstrate a visible commitment by the ABC to ensuring that products and services are digitally and physically accessible.

Measures of success

- Partnerships are established with disability advocacy and employment organisations. The number of partnerships is tracked on an annual basis.
- Inclusive storytelling is reflected in ABC content through ongoing collaboration with disability-led organisations and creatives.
- Supplier and industry collaborations continue to highlight the importance of accessibility.
- Partnership with the Department of Social Services for the International Day of People with Disability is continued and strengthened.

Implementation



1. Disability inclusive workforce

Action	Responsibility	Completion date
<p>1.1 Disability-confident recruitment practices</p> <ul style="list-style-type: none"> • Provide inclusive recruitment checklists to hiring managers to ensure accessibility at all stages of recruitment. • Share clear guidance on workplace adjustments to managers with recruitment teams prior to the commencement of the recruitment process. 	People & Culture (Inclusion & Wellbeing, Recruitment)	Ongoing
<p>1.2 Career pathways and access</p> <ul style="list-style-type: none"> • Pilot a career development program for staff with disability, initially involving internal staff from News and Screen divisions. • Expand the program to include external recruitment opportunities within the divisions. • Scope the establishment of a graduate-style program that operates nationally across the organisation. 	People & Culture (Inclusion & Wellbeing, Recruitment), Screen, News, Audio	January–November 2026 (pilot)
<p>1.3 Workplace Adjustment Guidelines and Passport</p> <ul style="list-style-type: none"> • Continue to implement the Workplace Adjustments Guidelines and incorporate feedback to ensure they remain responsive, inclusive and effective. • Conduct regular check-ins with staff to confirm adjustment needs and review existing arrangements. • Provide clear, accessible guidance within the Workplace Adjustment Guidelines on how to request and implement adjustments. • Promote the Workplace Adjustment Passport consistently to staff at key stages of their employment journey. 	People & Culture (Inclusion & Wellbeing, HR Business Partners), All divisions	Ongoing
<p>1.4 Disability training</p> <ul style="list-style-type: none"> • Deliver disability awareness training to all staff as part of the induction program. • Provide advanced and targeted training on disability awareness and workplace adjustments across the ABC, with access available on request. • Facilitate tailored training through external partners when specific expertise or support is required. • Deliver content accessibility training to all staff involved in content creation and delivery. • Review and update all disability awareness training annually to ensure information remains current and best practice is reflected. 	People & Culture (Inclusion & Wellbeing, Organisational Development), Audiences	Ongoing

Previous page: *The Assembly Series 2* student, Xanthia-Grace Thomas-Carlson, on the set of *Gruen*. (Photo credit: Adam Whyte)

1. Disability inclusive workforce continued

Action	Responsibility	Completion date
<p>1.5 Mentoring and career development</p> <ul style="list-style-type: none"> Continue to provide mentoring programs for all staff and ensure information about these opportunities is easy to access. Details of the ABC's mentoring program will be shared with employees at induction and reinforced throughout their employment. 	People & Culture (Inclusion & Wellbeing, Organisational Development)	Ongoing
<p>1.6 Employee network groups – ABC Inclusive</p> <ul style="list-style-type: none"> The ABC will continue to support ABC Inclusive, recognising its role as an employee led group that provides a community for people with disability and allies. 	People & Culture (Inclusion & Wellbeing), All divisions	Ongoing
<p>1.7 Workforce representation target</p> <ul style="list-style-type: none"> Monitor workforce diversity data and implement targeted strategies to increase the representation of employees with disability to 7% by June 2027. Progress will be reported quarterly through the Diversity Dashboard. 	People & Culture (Inclusion & Wellbeing), All divisions	Ongoing



Participants from the Attitude Foundation's media workplace experience program at the ABC's studios in Melbourne. (Photo credit: Eliza Hull)

2. Accessible content, products and services

Action	Responsibility	Completion date
<p>2.1 Content accessibility</p> <ul style="list-style-type: none"> • All ABC content, services, and platforms meet WCAG standards. • Explore and implement emerging technologies to enhance accessibility. • Digital interfaces are improved where needed to enhance accessibility. 	<p>People & Culture (Inclusion & Wellbeing), Audiences, Product & Technology and Content teams (News, Screen, Audio)</p>	<p>June 2026</p>
<p>2.2 Editorial guidelines</p> <ul style="list-style-type: none"> • Inclusive editorial guidelines are applied to promote respectful representation of people with disability. • Accessibility features for audio and video are provided across content where supported and practicable. • Images have alternative text that accurately substitute for audiences who are blind or have low vision. 	<p>People & Culture (Inclusion & Wellbeing), Content teams (News, Screen, Audio)</p>	<p>June 2026</p>
<p>2.3 Universal and Inclusive Design Principles when developing products and services</p> <ul style="list-style-type: none"> • Universal and Inclusive Design Principles are applied when developing products and services. • Inclusive design research is conducted with people with disability or with access needs to inform product and service development, ensuring solutions are grounded in lived experience and usability. 	<p>People & Culture (Inclusion & Wellbeing), Content teams (News, Screen, Audio), Product & Technology</p>	<p>Ongoing</p>
<p>2.4 Staff training and awareness</p> <ul style="list-style-type: none"> • Training is provided on accessibility standards and inclusive content creation. • Staff are equipped with knowledge of assistive technologies and inclusive design. • Accessibility is considered at every stage of production and service delivery. 	<p>People & Culture (Inclusion & Wellbeing), Audiences, Product & Technology and Content teams (News, Screen, Audio)</p>	<p>December 2026</p>

3. Workplace accessibility

Action	Responsibility	Completion date
<p>3.1 Physical and digital workplaces</p> <ul style="list-style-type: none"> The ABC incorporates design for dignity principles when work areas are refurbished or built (design for dignity refers to physical architecture and services that create an inclusive and accessible environment and respects the inherent dignity of individuals). ABC buildings comply with relevant accessibility standards. Physical audits are conducted across sites to identify and address barriers. The ABC meets legislative building accessibility standards, ensuring access for all. 	People & Culture (Inclusion & Wellbeing), Finance (Property), Product & Technology	December 2026
<p>3.2 Workplace adjustments</p> <ul style="list-style-type: none"> Workspaces are designed and maintained to support the needs of employees with disability. Accessibility is embedded in workplace design and operational practices. 	People & Culture (Inclusion & Wellbeing), Finance (Property), All divisions	Ongoing
<p>3.3 Supplier and contractor accessibility</p> <ul style="list-style-type: none"> Suppliers must uphold accessibility standards. Accessibility requirements are embedded across all procurement processes, including Property, ICT, Digital and other teams. Accessibility clauses are included in contracts and partnership agreements to ensure compliance and accountability. Accessibility standards apply to all goods, services, and solutions delivered by third parties, including technology, facilities, and platforms. 	Finance (Procurement), Product & Technology	Ongoing
<p>3.4 Public events</p> <ul style="list-style-type: none"> The ABC considers accessibility in public events. 	Finance (Property), Audiences	Ongoing

4. Partnerships

Action	Responsibility	Completion date
<p>4.1 Workforce partnerships</p> <ul style="list-style-type: none"> The ABC will collaborate with disability advocacy organisations, employment networks and agencies to attract, retain and support employees. Collaborate with relevant organisations to identify and implement pilot programs that promote the employment of people with disability. 	People & Culture (Inclusion & Wellbeing)	Ongoing
<p>4.2 Content and production partnerships</p> <ul style="list-style-type: none"> The ABC will continue to partner with organisations such as Bus Stop Films to embed inclusive and neurodiverse practices in content creation. Partnerships provide expertise in captioning, audio description, inclusive storytelling and accessible production techniques. Content creation processes are reviewed regularly to ensure accessibility has been considered and implemented. 	People & Culture (Inclusion & Wellbeing), All content divisions (News, Screen, Audio)	Ongoing
<p>4.3 Community engagement</p> <ul style="list-style-type: none"> Engage with the disability community, advocacy groups and cultural organisations to inform ABC policy, practices, and services. 	People & Culture (Inclusion & Wellbeing), All content divisions (News, Screen, Audio), Audiences	Ongoing
<p>4.4 Supplier and industry collaboration</p> <ul style="list-style-type: none"> The ABC works closely with suppliers, contractors and industry stakeholders to ensure accessibility is a core consideration in all operations. The ABC promotes inclusive practices across the media and broadcasting sector through collaboration and knowledge sharing. 	Finance (Procurement), All content divisions (News, Screen, Audio)	Ongoing

Additional Resources

- [Australian Broadcasting Corporation Act 1983](#)
- [Disability Discrimination Act 1992](#)
- [Convention on the Rights of Persons with Disabilities \(CRPD\) | Division for Inclusive Social Development \(DISD\)](#)
- [Disability discrimination | Australian Human Rights Commission](#)
- [Definition of disability | Australian Public Service Commission](#)
- [Disability, Ageing and Carers, Australia: Summary of Findings, 2022 | Australian Bureau of Statistics](#)
- [Australian Disability Network](#)
- [Web Content Accessibility Guidelines \(WCAG\) 2.2](#)



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