

Disability Discrimination Legal Service

ABN 36 079 687 722

Annual Report

2018/2019

Contents

Statement of Purpose	3
Vision, Mission and Values	4
Service Profile	5
Committee of Management	7
Staff	10
Chairperson's Report	11
Manager's Report	12
Collaboration/Partnerships	13
Casework Program Report	14
Community Legal Education Program Report	21
Policy and Law Reform Report	22
Volunteer and Student Program Report	23
Auditor's Report/Financial Statements	24

Statement of Purpose

1. To promote the objectives of the *Disability Discrimination Act 1992* (Cth) and the *Equal Opportunity Act 2010* (Vic) ('the Acts') and other relevant domestic and international human rights instruments (human rights legislation) in relation to disability. These objectives include:
 - the elimination of discrimination on the basis of disability;
 - that people with disabilities have a right to equal treatment before the law; and
 - to promote community understanding that people with disabilities have the same fundamental rights as the rest of the community.
2. To provide leadership in State and Federal arenas for legal and policy reform in areas where there continues to be systemic failure that leads to discrimination on the grounds of disability or impairment.
3. In order to further develop case law, to provide free and easily accessible legal advice, referral and casework services to people with disabilities and to people/organisations who assist or work with people with disabilities in relation to the Acts, and to prioritise cases that will further develop disability discrimination law.
4. To initiate and participate in the development of education outreach and information distribution to promote further awareness of the Acts and human rights legislation to consumers and the community.
5. To achieve law reform outcomes for people with disabilities, that reduce discrimination by initiating and participating in reviews of Federal, State and international human rights legislation specifically relevant to the needs of people with disabilities.

Vision

There are no barriers to full inclusion of people with disabilities.

Mission

To provide a high quality, professional, accountable and timely legal service to people with disabilities in the area of disability discrimination. To provide legal education and lead legislative and policy reforms that promote persons with disabilities' freedom and opportunities to achieve their life goals, unhindered by prejudice, disability discrimination or injustice.

Values

People with disabilities have the right to:

- + the same opportunities as others;
- + be treated with respect as clients and members of the community;
- + full access to the judicial system in order to pursue their human rights at law.



Service Profile

The Disability Discrimination Legal Service Inc. (DDLS) is a state-wide Community Legal Centre dedicated to the elimination of discrimination based on disability.

DDLS is funded by the Federal and the State Attorney's-General, and administered through the Victoria Legal Aid (VLA) Community Legal Centre (CLC) Funding Program. We thank them for their ongoing assistance and support. Funding for the financial year was as follows:

Commonwealth	\$264,952	State	\$54,264
--------------	-----------	-------	----------

DDLS undertakes casework for people with disabilities under the *Disability Discrimination Act (Cth 1992)* ("DDA"), and the *Equal Opportunity Act (Vic 2010)* ("EOA"). This involves providing advice and on-going assistance to people with cases before the Australian Human Rights Commission, the Federal Court of Australia and the Federal Circuit Court, the Victorian Equal Opportunity & Human Rights Commission and the Human Rights List of the Victorian Civil and Administrative Tribunal ("VCAT"). In addition, the Service supports people who decide to conduct their own cases and likewise assists disability advocates to take up cases on behalf of their clients.

DDLS recognises the importance not only of direct casework assistance but also the need to increase awareness of rights and responsibilities under disability discrimination laws through strategic community legal education ("CLE") projects. Increasingly, these projects engage people with disabilities in the delivery of services or developing CLE resources and publications produced in hard copy or available on the internet.

We also work toward reform of the law and areas of public and private policy through activities such as research, projects, lobbying and submission writing. Through challenging and changing discriminatory laws and procedures, the Service can assist many more people with disabilities than would otherwise be possible.

DDLS is open five days per week, 9.00am to 5.00pm with one evening clinic per week. Legal advice is provided by telephone or face-to-face appointment where necessary. Community legal education is increasingly targeted and planned in advance, and inquiries can be made directly to the Service. In addition, information about the Service, the relevant law and useful links can be accessed through the Service's Internet site located at www.ddls.org.au.

However, websites can never be a substitute for informed advocacy; rather they provide another avenue for information access for people with disabilities who have the skills and resources to enable access to relevant technologies.

The challenge for the Service has always been to provide targeted strategies to assist as many people as possible given very limited resources. The criteria for casework assistance therefore are primarily based on public interest principles. The other consideration is, of course, whether or not the client can find appropriate legal advice and representation

elsewhere, and their capacity to meet any associated costs. Information and community legal education are provided free to people with a disability. Service providers, businesses and other organisations with the capacity to meet the associated costs of providing these services are duly charged for them. As an ATO registered Donation and Gift Recipient, the Service can only charge a set amount determined as the 'cost price' for these services but can, of course, accept donations.

The community based management committee undertakes management of strategic decision-making, finances, policy direction and evaluating service delivery. The committee is made up of members of interested organisations and individuals. It meets monthly and otherwise as required and is elected from the membership annually. People with disabilities are strongly encouraged to be involved.

Membership of the organisation is free and open to all who share the philosophy of the Service. Interested people are encouraged to contact the Service to find out about how to become a member. Volunteers are a vital part of the work of the DDLS and this will continue to be a focus for the continued provision of services. Various roles within the organisation provide an array of opportunities for people who wish to contribute their time and energy to the important work the Service does.

Please contact the Service for details of how to become a DDLS Volunteer.

Disability Discrimination Legal Service Inc
Level 2
247-251 Flinders Lane
Melbourne VIC 3000

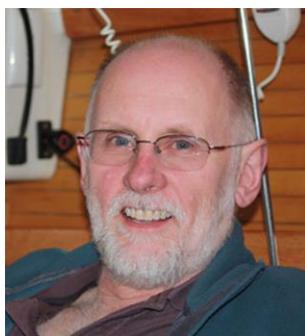
Ph: (03) 9654-8644
Fax: (03) 9639-7422
Country Callers: 1 300 882 872
Email: info@ddls.org.au
Web: www.ddls.org.au



Committee of Management

The Committee of Management is responsible for the DDLS' strategic direction and the development of organisational policies, procedures and practices in collaboration with staff and management. Members for the financial year were as follows:

Chairperson:	Dr Liddy Nevile
Vice Chairperson:	Mr Marius Smith
Treasurer:	Ms Winnie Gu
Members:	Mr Wayne Kiven
	Ms Elizabeth Knight (Joined April 2019)
	Ms Elizabeth Muhlebach
	Mr Geoffrey Waite
	Mr Peter Batchelor (Joined April 2019)
	Dr Claire Spivakovsky (Joined April 2019)
Secretary:	Ms Julie Phillips



Peter Batchelor has worked on Internet-related projects since the mid-1990s. He worked as a primary and secondary teacher before running his own business. He then worked at RMIT, where he developed an interest in Web Accessibility. He was involved in the development of OZeWAI, the Australian Web Adaptability Initiative that runs an annual accessibility conference, and presented at several of these conferences. Since 2000 Peter has been running a web consultancy business aimed primarily at the education sector.



Winnie Gu is an experienced risk and governance professional who has worked in large organisations in both public and private sectors. Most recently Winnie was Group Risk Manager in Telstra responsible for implementing and maturing the Enterprise risk management framework. She has led and delivered risk advisory, compliance, assurance and business improvement projects for large and complex organisations in Australia and overseas. Winnie has also been actively driving social and community initiatives. She was a member of YIPAA Advisory Committee and most recently a member of the Diversity and Inclusion Council in Telstra and a Telstra Digital Ambassador promoting Code Clubs in schools. Winnie is also a member of the Chartered Accountants Australia and New Zealand.



Wayne Kiven is a former lawyer who in addition to private practice as a barrister and solicitor, worked at other organisations with a community focus including the Citizens Advice Bureau and Legal Aid. Wayne acquired a disability 10 years ago and has been a member of the Mornington Peninsula Disability Consultative Committee Scooter Committee, and peer support volunteer at Limbs 4 Life, an organisation that provides information and support to amputees.



Elizabeth Knight is a careers counsellor, and researches currently in the Globalisation, Education and Work research group at the Faculty of Education, Monash University. She has worked for over fifteen years in supporting students with disabilities during transition to higher education and has researched the history of support for students with disabilities. She is very interested in human rights, access to assistive technology and provision of information in appropriate and useable formats.



Dr Liddy Nevile is an accessibility expert. Liddy's particular interests in recent years have been the accessibility to all of digital resources and the use of metadata. She has worked as an author and editor for accessibility and accessibility metadata specifications with W3C, the Dublin Core Metadata Initiative, the European Committee for Standardization and the IMS Global Learning Project. Her lifelong interest has been in new technologies and how they can be used to serve human purposes. Liddy also works with ISO/IEC JTC1 on international standards for accessibility.



Marius Smith is the CEO of VACRO, a non-profit organisation working with people in contact with the criminal justice system and their families. Prior to joining VACRO, Marius was the Manager of the Castan Centre for Human Rights Law, based at Monash University. He has also worked in commercial law and on development aid projects in the Philippines and Africa. He has a BA, LLB and LLM from Monash University.



Dr Claire Spivakovsky is a Senior Lecturer in Criminology at the University of Melbourne. Claire's research and advocacy focuses on challenging the ongoing confinement and control of people with disability in society. Claire has previously worked in the community and government sectors, developing a range of social and criminal justice projects which advocated for the rights and needs of marginalised populations.



Elizabeth Muhlebach joined the DDLS Management Committee in 2015 and is the Manager of Policy, Legal & Governance at Transport Safety Victoria, the state's transport safety regulator. Elizabeth holds a Bachelor of Commerce/Laws from the University of Melbourne as well as specialist qualifications in Executive Leadership, Governance and Risk Management. Elizabeth is also a long-time volunteer with Vision Australia Radio.



Julie Phillips is the Manager of DDLS. She has worked in the disability sector for most of her working life, in direct advocacy, senior management, and Board positions.



Geoffrey Waite has been a Psychologist in private practice for 25 years and was the Clinical Psychologist at the Colac Hospital. He was recently he was elected a Fellow of the Australian Society of Clinical Hypnotherapists and to the National Board of Directors of the Australian Psychological Society. In his retirement he has been a Regional Director of a Division of the Emergency Services for the Australian Red Cross, and is a member of the committee of the Combined Refugee Agency Group. He is also active in various community groups.

Staff Members

Manager	Julie Phillips
Principal Solicitor	Placido Belardo
Solicitor & Community Legal	
Education Coordinator	Kerry O'Hagan
Project Worker	Felix Walsh
Administrative Officer/Volunteer Coordinator	Anna Leyden
Bookkeeper	Darrell Harding

Chairperson's Report

The DDLS continues to operate in a climate where change is constant, and our colleagues in the disability sector continue to work under stress. Our staff work closely with the legal and non-legal disability advocacy sector to ensure our understanding and decision-making in relation to issues affecting the sector remain relevant.

The NDIS has put an extra strain on Victorian disability advocacy agencies which creates a climate where people with disabilities are often looking for legal resolutions to matters which are beyond the scope of our organisation.

The Royal Commission into Violence Abuse Neglect and Exploitation of People with Disabilities has been welcomed warmly by our organisation. The issue of continued mistreatment of people with disabilities that meets the definition in the terms of reference of the Royal Commission, impact on the work of DDLS. While it is difficult for our work to have broad ranging positive effects on bodies such as employers due to their disparate nature, we hope and expect that systemic issues such as the mistreatment of and discrimination against students with disabilities might be positively affected as an outcome of the Royal Commission.

DDLS staff report that many people with disabilities request their assistance in relation to injustices that do not strictly fit into discrimination law. Nevertheless, it is our duty to listen, advice and refer all people who contact us, many of whom are not able to obtain assistance from alternative bodies.

It is our fervent hope that as a result of the Royal Commission, policies, practices and attitudes towards people with disabilities will be scrutinised, highlighted and improved. The reduction and elimination of discrimination remains the paramount goal of our agency, and we look forward to doing what we can to achieve that goal through directing people with disabilities to the supports they need to take part in the Royal Commission.

As always I would like to thank my fellow management committee members, and the staff and volunteers at DDLS who continue to provide a compassionate and skilled service to people with disabilities.

Dr Liddy Nevile
Chairperson

Manager's Report

The DDLS finishes another year with my gratitude to staff and volunteers who enable us to achieve more than would be expected given our size and funding.

There is a fine line between discrimination, violence, neglect and mistreatment when it comes to the disability community and the acts and omissions reported to us on a daily basis.

It is timely that Australia has just been reviewed by the United Nations Committee on the Rights of Persons with Disabilities in relation to its implementation of the Convention on the Rights of Persons with Disabilities ("CRPD").

While civil society groups and Australia's Disability Discrimination Commissioner raised continued significant problems with the disability community's impediments to accessing their full human rights, the Australian Government used the establishment of the NDIS, various programs, and the Royal Commission into Violence Abuse and Neglect and Exploitation of Persons with Disability as evidence that it had "made progress" on the rights of persons with disabilities.

However the Committee's response is probably the most relevant to our work, expressing amongst other things:

- that the Disability Discrimination Act (DDA) does not allow for complaints by representatives of persons with disabilities, especially through their representative organisations
- that issues raised in the 2013 review are still ongoing and civil society organisations are still raising these issues six years later
- that signing up to the CRPD was meaningless unless it was properly implemented and unless it improved the lives of persons with disabilities.

It continues to be extremely disappointing, that many of the complaints we receive from people with disabilities relate to their treatment by government departments, which we should expect to be role models in the treatment of people with disabilities, rather than directly causing them pain and suffering. This is particularly the case with education where in 2019, we continue to receive calls regarding the mistreatment and discrimination of students with disabilities in government schools.

Until government take up its responsibilities under instruments such as the CRPD, and domestic discrimination legislation, the community will continue to lack the moral leadership to instigate meaningful and positive change for people with disabilities.

Julie Phillips
Manager

Collaborations/Partnerships

DDLS continues to have representation on the boards of Communication Rights Australia, Disability Advocacy Resources Unit and Disability Advocacy Victoria.

We were pleased to be on the conference committee for the yearly 'Strengthening Advocacy' Conference run by Disability Advocacy Resources Unit, Disability Advocacy Victoria and the Victorian Council of Social Services.

DDLS works in partnership with Communication Rights Australia and Villamanta Disability Rights Legal Service. A quarterly newsletter is produced by ourselves and Villamanta Disability Rights Legal Service focusing on advocacy and legal issues for the disability sector.

DDLS were pleased to be part of the Victorian Council of Social Services campaign, focusing on education for Victorian students with disabilities.



Casework Program Report

Of Unspoken Victories

I've had the pleasure of working with Deborah Randa from February 2007 till her retirement in October 2018, during which time through our tandem work, DDLS has obtained significant outcomes for many clients which we could only speak about anonymously because settlement agreements in most legal actions contain three basic clauses : a) finality ; b) confidentiality ; and c) non-disparagement.

These conditions prevent clients or DDLS from divulging details of the various claims that we have run through the dispute resolution processes of the Victorian Equal Opportunity and Human Rights Commission, or the Australian Human Rights Commission, and through the pre-hearing alternative dispute resolution services of either the Victorian Civil and Administrative Tribunal, or the Federal Court of Australia.

Conciliators and Mediators like to refer to these settlement agreements as a "win- win" situation because it is not as time and costs consuming as a trial and, more importantly, the outcome is a precise product of a negotiation, rather than waiting with uncertainty for what the judge or tribunal member would decide for the parties. The obvious downside is the resulting inability to talk about the complaint and its aftermath once a Deed of Settlement and Release is signed, and the loss of therapeutic effect, i.e. being able to make public the conclusion of their pain, struggles and advocacy.

Deborah and I always found clients at a dilemma: to take what is being clearly offered at hand, in contrast with the expectation of something better but a less predictable outcome at the end of at least a twelve-month litigious wait. We found that there were three types of clients who take the settlement option. The first are those who did not set out to apply for a hearing but who, at the outset, only wanted to pursue an outcome which they had accepted would not exactly make them happy, but at least would be acceptable to them as reasonable under the circumstances.

The second are those who are discouraged by the risks associated in litigation, that is, the potential to be liable for expensive legal costs in the event that the court or tribunal say the facts proven constitute unfairness or a wrong, but not necessarily a breach of anti-discrimination. The third kind are those in which a case settlement is the most tactical option.

A couple of years ago, Deborah commenced a claim on behalf of a student against an education authority (File No C13496). This complaint resulted in a written settlement agreement that confirmed the undertakings including a timetable within which the educational authority must initiate and complete the works required to address the appalling experience of the student who also happened to be a part time employee of the respondent.

Unfortunately, the stipulated period expired but the terms of the agreement had not been complied with due to operational reasons. This prompted the claims of unlawful discrimination in education, employment, provision of services and access to premises to be re-agitated at VCAT. What Deb had started, her successor, Kerry O' Hagan, who is now my co-solicitor continued. We can only assume from the conduct and outcome of mediation that

the educational authority recognised not only the tenacity of the claims but also their vulnerability to an adverse ruling, and hence they themselves offered to settle. With a robust term of settlement, our client received in excess of \$100,000.00 in compensation for hurt and inconvenience which we made sure he received in full prior to discontinuing the action.

Another interesting case is that of a client who has profound blindness (File No C12550). He had instructed us initially that he wouldn't resolve his complaint against a financial service provider with merely a payment of compensation. The company provided a piece of electronic equipment which was not accessible to vision impaired persons and, in the client's case, compelled him to disclose personal and confidential information in order to complete a transaction. Given the systemic nature of the problem and the client's desire for a change of service policy and procedure, DDLS prepared to initiate proceedings at the Federal Court.

The legal action was reconsidered following the respondent's offer of settlement, which the client eventually accepted on the grounds of it being very substantial, but also due to there being other claims of unlawful disability discrimination by different aggrieved blind persons which were almost identical to our client's case that were afoot in court. Accepting the offer provided the client with a personal resolution and an assurance that the settlement would not stop the systemic fault in the provision of service being the subject of continuing litigation.

As we often repeat, DDLS could not have managed the demand for services without the enthusiasm and the hundreds of hours donated by our team of volunteer students and lawyers, some of whom have been with us for several years. Their research, drafting and administrative skills had been invaluable in the continuous and diligent delivery of the DDLS casework program that delivers litigated and mediated outcomes.

We are particularly grateful to Justice Connect and to the following barristers who accepted our Brief Pro Bono and argued successfully on behalf of our client, Anne Black:

1. Penny Harris - Owners Corporation OC1-POS539033E v Black [2018] VSC 337 21 June 2018
2. Ian Munt - Black v Owners Corporation OC1-POS539033E, Owners Corporation OC3-POS539033E 2018 VCAT 2018, 19 December 2018

Mr Munt was also the barrister who accepted our Brief pro bono in relation to a Federal Court proceeding (Client File No C14407) as discussed below.

Comparing case outcomes is like comparing apples and oranges, because each case is different. The claims may be similar, but the factual basis and the availability of evidence materials are always different in every case. In the last twelve months, we have helped many other clients achieve the type of victories they cannot speak about. The resolutions usually include payments of compensation that are not close to the 6-digit figure discussed above, but whatever the amount, we make sure that it represents a practical option or an amount that is not far from what a court or tribunal would award should the case succeed. We have selected a few more case studies to illustrate, all de-identified.

TENANCY

1. File No C14511 (Eviction)

The client has Multiple Sclerosis and required hospitalisation and rehabilitation in 2018. Following rehabilitation, an occupational therapist recommended a number of adjustments to his rental property to allow him to maintain his independence, including a ramp at the front door and handrails in the bathroom. The client had lived at the property for four years with an unblemished history of paying rent and no other outstanding issues. The client requested permission to make the recommended adjustments to the property, at his cost, from the landlord's property manager. Two days later permission was refused and the client was given 90 days to vacate the property. A 90 day notice may be issued without a reason, but the client was told by the property manager that the landlord had decided to sell the property. The landlord never approached the client to discuss whether any adjustments could be made to the property to assist him during the period he lived at the property while a new home was found. The client had great difficulty maintaining his independence at the property without the adjustments they required. Two weeks before they were due to move to another property, the client was informed that the landlord had decided not to sell the property. The matter was resolved at a Victorian Equal Opportunity and Human Rights Commission Conciliation Conference at which the landlord and property manager paid the client compensation for his expenses in moving house, and for hurt and humiliation.

2. File No C12297 (Alterations to Property)

The client is a family whose members have various types of physical and psychosocial disabilities. They complained that the landlord's failure to provide quiet enjoyment of the property subject of the tenancy amounted to a failure to provide reasonable adjustments. Following a compulsory conference at the Victorian Civil and Administrative Tribunal, the landlord agreed to pay compensation for their pain and suffering, and to initiate and complete the modifications required at the property within five weeks.

TRANSPORT SERVICES

3. File No C14590 (Airline Services)

This client was prevented from boarding a flight for overseas travel, due to concerns about his ability to travel independently. He has an acquired brain injury and uses a motorised wheel chair. He can communicate effectively, given a little extra time. He can transfer independently to airline wheel chairs and plane seats with correct positioning of his wheelchair in relation to the airline wheelchair or seat. This client has travelled alone overseas on many occasions in the past using the same airline without issue. On his last travel date, the airline staff member did not take the time to listen properly to the client and understand where he should position the airline wheelchair, in order for the client to transfer independently. He assumed, incorrectly, that he needed direct assistance to stand and transfer. He then informed the flight crew of his concerns and the client was not allowed to board the flight. This complaint was resolved through negotiation following a complaint made to the Australian Human Rights Commission. The airline has agreed, for a 12 month period with an option to renew based on appropriate medical advice, to provide clearance for our client to travel unaccompanied in advance of travel dates, and to provide a copy of a written transfer procedure to airline staff on the day of any travel. The client has also been compensated with a voucher for return travel overseas.

4. File No C14315 - Class Action (Disability Access at Ballarat Train Station)

Our client was the Grampians Disability Advocacy Association (GDAA). The GDAA is an incorporated not-for-profit association who takes a lead role in providing free independent advocacy services for people with disabilities across Western Victoria. The complaint was made on behalf of all persons with disabilities who use, or who have a need or interest in using, the Ballarat Railway Station, and who felt aggrieved by the state of disability access at the following facilities of the Ballarat Railway Station:

- i. Platform 1;
- ii. Platform 2;
- iii. The ticketing facilities;
- iv. The travel paths that allow passengers to navigate the station;
- v. The toilet facilities;
- vi. The restaurant facilities;
- vii. Access ramp at Platform 2;
- viii. The car parks for Platform 1 and Platform 2, including the reserved parking for people with disabilities;
- ix. The bus exchange that allows passengers to interconnect between the bus network and the train network.

Following a compulsory conference at the Victorian Civil and Administrative Tribunal, and a number of post conference meetings, the complaint was resolved with a Deed of Settlement that includes a schedule of works and upgrade within a six month period, some within a 3 year period.

EMPLOYMENT

5. File No 13640 (Employment- Victimization) C13640

The client was employed initially for a specific period under a contract during which he made a complaint of unlawful disability discrimination and harassment at the Australian Human Rights Commission against a fellow employee. The complaint was resolved through conciliation. Subsequently, he and a few former contract employees became casual employees. As a result of his complaint, he was given less shifts and later was not offered a permanent position when a few vacancies arose. Following a conciliation conference, the complaint was resolved with the employer by them providing an apology and payment of substantial compensation for medical expenses, loss of income, as well as for hurt and inconvenience.

6. File No C14509 (Termination of Employment)

The client was employed by a hair salon on a probationary basis as a hairdresser. The salon was very small with only 3 employees including our client. Within a month of commencing work for the salon, the client was diagnosed with cancer. He was advised by his oncologist to continue to work between his chemotherapy treatments. He provided a

medical certificate to the employer explaining that he needed 4 consecutive days leave every three weeks for 3 months, and then one day a week leave for around 11 weeks. He tolerated his treatments very well and wanted to follow his doctor's advice to continue his work to maintain a normal life during treatment. The salon operated primarily on an appointment basis only, meaning that appointments could be scheduled for my client around his treatments. The client received a text message from his employer terminating his employment. At no time did the employer meet with the client to discuss reasonable adjustments to his hours. As a result, He suffered psychological distress, loss of confidence and was unable to obtain alternative employment during his period of treatment. The matter went to a compulsory conference at the Victorian Civil and Administrative Tribunal. The matter was resolved with the employer agreeing to compensate the client for an amount of lost earnings.

7. File No C14879 (Employment- Return to Work Program)

The client had worked for a hospital for over ten years as an orderly, performing miscellaneous duties. He developed a physical injury which necessitated an extended leave of absence. His doctor cleared him to return to work with conditions: he was not allowed to lift heavy objects, or to be reaching his arm over his head. The employer initially provided him with minor administrative tasks, after which they deemed him unable to return to his original duties on the basis that the physical disability posed an unacceptable OH&S risk. The employer made no attempt to seek what reasonable adjustments could have been provided in order to enable him to perform the inherent requirement of his job, for example using a trolley to carry heavy items, or using a step ladder to reach for objects located in the higher shelves. The matter was resolved at a Victorian Equal Opportunity and Human Rights Commission Conciliation Conference with compensation and an offer of a new position to the employee.

EDUCATION

8. File No C14994 (Special Consideration)

The client's son received a diagnosis of severe dyslexia while completing year 11 at an educational authority. The son had performed reasonably well academically at school, but always struggled with his handwriting, reading comprehension and timed assessments. His disability meant that his assessment results at school were not a reflection of his true capability. The client asked the school to provide reasonable adjustments for the son and to apply for special consideration from the Victorian Curriculum Assessment Authority (VCAA) in relation to a 3/4 VCE subject he was undertaking in year 11. The school refused to apply for the adjustment recommended by the son's psychologist from VCAA, including use of a computer during assessments to allow typing of answers rather than handwriting. The school made an application to VCAA for extra time and rest breaks, which did not include all relevant information and did not include all relevant bases for the application. VCAA rejected the application. The school refused to appeal VCAA's decision until the client mentioned that legal advice had been sought. With the assistance of DDLS, the client was able to convince the school to appeal VCAA's decision. The appeal included all relevant information and included an application for computer use during assessments. VCAA approved special consideration in the form of computer use. The school has also implemented reasonable

adjustments in all subjects and agreed to apply to VCAA for extra time in exams through a new application based on a reading comprehension assessment.

9. File No 1381 (Reasonable Adjustments)

The client was a student at a tertiary educational institution who had provided them with a written Action Plan which detailed the reasonable adjustments that were mutually agreed upon as being necessary to accommodate his disabilities. Most of the adjustments were provided. One matter that was not resolved included an incident where he felt humiliated by a member of the faculty who raised the client's entitlements under the institution's Action plan in front of the class, which became the subject of a complaint at the Victorian Equal Opportunity and Human Rights Commission. Following a conciliation conference, the student and the university agreed to enter into a settlement agreement. However, this fell through, and an application was made to the Victorian Civil and Administrative Tribunal. Following mediation, the complaint was resolved with the university agreeing to pay compensation to the student for hurt and inconvenience.

10. File No 1381 (Extra Curricular Activities)

The client is the mother of a student who had been diagnosed with a number of disabilities including ADHD, Oppositional Defiant Disorder, Developmental Delay, Epilepsy, and Incontinence. The educational institution initially denied the boy to participate in the annual 5 week excursion overseas on the basis of his complex needs and behaviour, which the educational institution said meant that he would be very difficult to manage and likely to abscond. The complaint was resolved at a Victorian Equal Opportunity and Human Rights Commission Conciliation Conference with the school allowing the student to participate in the excursion and providing for the costs of travel and accommodation of the client and her son.

RE-CREATIONAL ACTIVITIES

11. File No C14295 (Club)

The client has a history of anxiety, depression and PTSD. He was a member and cheer leader of the club. He made a complaint that another member's action bordered on sexual harassment. He became frustrated with the club's inaction on his legitimate complaint and displayed symptoms of agitation. The manager considered him aggressive and sought to remove him from the premises. The complaint was not resolved at the Victorian Equal Opportunity and Human Rights Commission, but following mediation and a compulsory conference at the Victorian Civil and Administrative Tribunal VCAT, the club paid him compensation for pain and suffering.

12. File No C14407 (Art program)

The client is a refugee and survivor of abduction and torture. He has anxiety, depression and PTSD, and manages it in part by engaging in artwork. The respondent's staff prohibited him from creating any artwork that depicted his view political views. The complaint was not resolved at the Australian Human Rights Commission but following an application to the Federal Court of Australia the Respondent paid him substantial compensation.

13. File No C14408 (Sporting Activity)

The client is a person with intellectual disability and competed in swimming contests with other athletes. He was refused participation in an event due to the perception that in comparison with other participants he required complex support and did not meet the Sporting Body's policy of one support person per four athletes. The complaint was not resolved at the Australian Human Rights Commission, but following an application to the Federal Court of Australia, the respondent paid compensation and offered to initiate on-going reviews of their policy and procedures.

ASSISTANCE ANIMALS

14. File No C13626 (Assistance Animals)

The client has a history of anxiety and panic attacks. His therapist recommended the use of an assistance animal whenever he went to public places. He obtained a dog and, following appropriate training, the dog was accredited as an assistance animal, at least by Public Transport Victoria. He was forcibly removed by security personnel at a shopping centre from the premises due to their 'no animal on premises' policy, and the security guards doubting the veracity of the dog's credentials. Following a compulsory conference at the Victorian Civil and Administrative Tribunal, the centre owner and security firm undertook to provide further staff training and paid (jointly) substantial compensation to our client for pain and suffering.

Placid Belardo
Principal Solicitor
Kerry O'Hagan
Solicitor

Community Legal Education Program Report

Community Legal Education (CLE) at DDLS aims to raise community awareness about the law and legal processes related to disability discrimination, to increase the ability of community members to understand and critically assess the impact of anti-discrimination laws, improve community members' ability to participate in the legal system, and create a climate that promotes participation in the law-making process and inspires efforts to pursue law reform through collective action.

CLE covers everyday activities that range from listening to community members, talking with tertiary school groups, explaining what DDLS does to various organisations, doing interviews with local media, developing seminars and associated material and providing web information. CLEs provide information and opportunities to ask questions, share ideas and develop strategies that may address gaps in the legal system; they may assist someone to find a solution to a legal problem before it becomes difficult, complicated and possibly expensive; and they can influence law reform work and make broad systemic change.

DDLS designs Community Legal Education workshops specifically to suit the needs of community organisations, community groups and the general public.

DDLS has continued using social media throughout the year to ensure that disability and discrimination issues are continually raised.

Our Strategic Plan continued to prioritise the area of education for both our casework and community legal education, reflecting community feedback and the findings of annual reports by human rights bodies, statutory authorities and parliamentary committees.

DDLS invites those interested in community legal education sessions to contact us directly.

In the last year, we provided community legal education on the following topics:

- antidiscrimination law
- using international conventions to support antidiscrimination law,
- discrimination in education

These sessions were provided to law and human rights students, disability advocacy organisations, tertiary institutions, parent groups and the general community



Kerry O'Hagan
CLE Co-ordinator
2019

Policy and Law Reform Program Report

DDLS made the decision to employ a part-time Policy/Law Reform worker last financial year to assist us in responding to systemic issues of law reform, and discriminatory treatment of people with disabilities. This made a substantial difference to our output in this important area. Many thanks to Felix Walsh.

Submissions made throughout the year included:

Royal Commission into Victoria's Mental Health System -
Achieving Better Mental Health Outcomes for Students with Cognitive Disability

Adherence to the Child Safety Standards-Victorian Government Schools

Submission on the Department of Education and Training Guidelines on Restraint and Seclusion

Submission on the Shadow Report - Convention on the Rights of Persons with Disabilities

Access to housing for Victorians with Disabilities - a growing crisis

Australia's Draft Combined Second and Third Periodic Report under the Convention on the Rights of Persons with Disabilities



Volunteer and Student Program Report

DDLS volunteers continue to play a significant part in the organisation's ability to meet its targets and provide a quality service.

Derived from law students and lawyers, our volunteers approach us independently, or are put forward by organisations/universities for placement. Our students come from a variety of universities across Victoria.

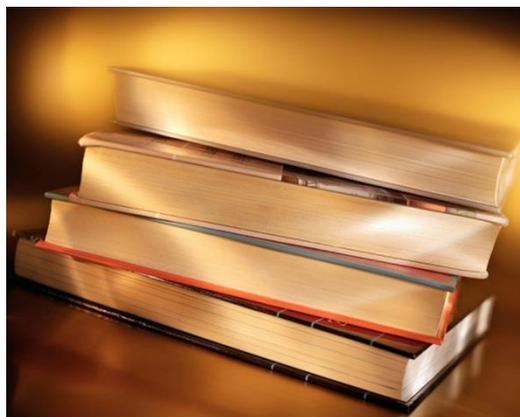
We have had a very productive relationship with the Australian Government Solicitor's Office for many years now, receiving high-quality secondment staff.

We are now in our third year working with Deakin University on their internship training program. It has been our pleasure to regularly have some of these students volunteer with us after their placements are finished.

Volunteering has substantial benefits for the DDLS, and we like to think that we have been instrumental in developing an interest in social justice and disability issues in many of our volunteers.

Our volunteers far outnumber our employees and without them we would struggle to provide the high level of service to our clients that we do. Volunteers undertake tasks from answering telephone calls to legal research and drafting, and attendance at conciliations.

We have approximately 20-25 volunteers working for the organisation on a weekly basis and are very grateful for their assistance.



Disability Discrimination Legal Service Inc
ABN 36 079 687 722

Financial Statements
For the year ended 30 June 2019

Disability Discrimination Legal Service Inc
ABN 36 079 687 722

Contents

<u>Committee's Report</u>	<u>3</u>
<u>Income and Expenditure Statement</u>	<u>4</u>
<u>Balance Sheet</u>	<u>6</u>
<u>Statement of Cash Flows</u>	<u>7</u>
<u>Notes to the Financial Statements</u>	<u>10</u>
<u>Statement by Members of the Committee</u>	<u>15</u>
<u>Independent Auditor's Report to the Members</u>	<u>16</u>
<u>Certificate by Member of the Committee</u>	<u>18</u>

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Committee's Report
For the year ended 30 June 2019

Your committee members submit the financial accounts of the Disability Discrimination Legal Service Inc for the financial year ended 30 June 2019.

Committee Members

The names of committee members at the date of this report are:

Marius Smith
Winnie Gu
Julie Phillips
Wayne Kiven
Elizabeth Muhlebach
Dr Liddy Nevile
Geoffrey Waite
Lizzie Knight
Peter Batchelor
Claire Spivakovsky

Principal Activities

The principal activities of the association during the financial year were: Provision of community legal services..

Significant Changes

No significant change in the nature of these activities occurred during the year.

Operating Result

The deficit from ordinary activities after providing for income tax amounted to

Year ended 30 June 2019	Year ended 30 June 2018
\$	\$
(15,440)	17,708

Signed in accordance with a resolution of the Members of the Committee on: 14TH AUGUST, 2019

Marius Smith

Winnie Gu

The accompanying notes form part of these financial statements.

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Income and Expenditure Statement
For the year ended 30 June 2019

	2019 \$	2018 \$
Income		
VLA Recurrent - Commonwealth	264,952	257,024
VLA Recurrent - State	54,264	51,220
Fundraising/Donations	947	770
Miscellaneous Income	25,838	12,075
Interest received	3,004	2,812
Total income	349,005	323,901
Expenses		
Communications	14,203	11,661
Depreciation - other	1,687	757
Finance, Accounting & Audit	2,538	2,154
Insurance	2,693	2,137
Library, Resources & Subscriptions	2,894	4,316
Minor Equipment	9,597	1,030
Office Overheads	811	4,425
On Costs	(10,273)	(16,934)
Other Premises Costs	662	279
Programming & Planning	2,813	666
Rent	36,842	33,361
Salaries	272,888	239,179
Staff training & Conferences	1,904	819
Superannuation	24,630	22,097
Travel	557	246
Total expenses	364,445	306,193
Surplus (deficit) from ordinary activities before income tax	(15,440)	17,708
Income tax revenue relating to ordinary activities		
Surplus (deficit) from ordinary activities after income tax	(15,440)	17,708
Transfer from VLA Grants In Advance	15,440	(17,708)
Net surplus attributable to the association		
Total changes in equity of the association		

The accompanying notes form part of these financial statements.

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Income and Expenditure Statement
For the year ended 30 June 2019

	2019 \$	2018 \$
Opening retained earnings	141,773	141,773
Net surplus attributable to the association		
Closing retained earnings	141,773	141,773

The accompanying notes form part of these financial statements.

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Balance Sheet as at 30 June 2019

	Note	2019 \$	2018 \$
Assets			
Current Assets			
Cash assets	<u>3</u>	62,059	85,019
Receivables	<u>4</u>	550	
Other	<u>5</u>	171,267	168,344
Total Current Assets		<u>233,876</u>	<u>253,363</u>
Non-Current Assets			
Property, plant and equipment	<u>6</u>	18,201	19,889
Total Non-Current Assets		<u>18,201</u>	<u>19,889</u>
Total Assets		<u>252,078</u>	<u>273,251</u>
Liabilities			
Current Liabilities			
Payables	<u>7</u>	13,007	7,717
Current tax liabilities	<u>8</u>	3,784	4,028
Provisions	<u>9</u>	14,019	19,638
Other	<u>10</u>	54,432	69,872
Total Current Liabilities		<u>85,241</u>	<u>101,254</u>
Non-Current Liabilities			
Provisions	<u>9</u>	25,064	30,224
Total Non-Current Liabilities		<u>25,064</u>	<u>30,224</u>
Total Liabilities		<u>110,305</u>	<u>131,478</u>
Net Assets		<u>141,773</u>	<u>141,773</u>
Members' Funds			
Retained earnings		<u>141,773</u>	<u>141,773</u>
Total Members' Funds		<u>141,773</u>	<u>141,773</u>

The accompanying notes form part of these financial statements.

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Statement of Cash Flows
For the year ended 30 June 2019

	2019	2018
	\$	\$
Cash Flow From Operating Activities		
Receipts from customers	345,451	326,089
Payments to Suppliers and employees	(384,176)	(304,687)
Interest received	3,004	2,812
Net cash provided by (used in) operating activities (note 2)	(35,721)	24,214
Cash Flow From Significant Items		
Net cash provided by (used in) significant item (note 3)	15,440	(17,708)
Cash Flow From Investing Activities		
Payment for:		
Payments for property, plant and equipment		(6,200)
Net cash provided by (used in) investing activities		(6,200)
Net increase (decrease) in cash held	(20,281)	306
Cash at the beginning of the year	252,873	252,567
Cash at the end of the year (note 1)	232,591	252,873

The accompanying notes form part of these financial statements.

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Statement of Cash Flows
For the year ended 30 June 2019

	2019	2018
Note 1. Reconciliation Of Cash		
For the purposes of the statement of cash flows, cash includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts.		
Cash at the end of the year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:		
Cheque Account	33,421	12,810
Cash Management Account	10,020	59,501
Donations Account	18,468	12,558
Cash on hand	150	150
Term deposits 43452	170,532	167,854
	232,591	252,873

Note 2. Reconciliation Of Net Cash Provided By/Used In Operating Activities To Operating Profit After Income Tax

Operating profit after income tax	(15,440)	17,708
Depreciation	1,687	757
Changes in assets and liabilities net of effects of purchases and disposals of controlled entities:		
(Increase) decrease in trade and term debtors	(550)	5,000
(Increase) decrease in prepayments	(245)	1,200
Increase (decrease) in trade creditors and accruals	4,004	(3,054)
Increase (decrease) in other creditors	(14,154)	20,490
Increase (decrease) in employee entitlements	(10,779)	(17,226)
Increase (decrease) in sundry provisions	(244)	(663)
Net cash provided by (used in) operating activities	(35,721)	24,214

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Statement of Cash Flows
For the year ended 30 June 2019

	2019	2018
Note 3. Reconciliation Of Net Cash Provided By (Used In) Significant Item To Significant Item After Income Tax		
Profit (loss) on significant items	15,440	(17,708)
(Increase) decrease in income tax payable	<u> </u>	<u> </u>
Net cash provided by (used in) significant item	<u>15,440</u>	<u>(17,708)</u>

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Notes to the Financial Statements
For the year ended 30 June 2019

Note 1: Summary of Significant Accounting Policies

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporations Reform Act 2012. The committee has determined that the association is not a reporting entity.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

(a) Property, Plant and Equipment (PPE)

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

(b) Impairment of Assets

At the end of each reporting period, the entity reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement.

(c) Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

(d) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

(e) Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Notes to the Financial Statements
For the year ended 30 June 2019

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

All revenue is stated net of the amount of goods and services tax (GST).

(f) Leases

Leases of PPE, where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the association, are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for that period.

Leased assets are depreciated on a straight line basis over the shorter of their estimated useful lives or the lease term. Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the period in which they are incurred.

(g) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the assets and liabilities statement are shown inclusive of GST.

(h) Trade and Other Payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period, which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(i) Income Tax

The Association is a Public Benevolent Institution and is exempt from Australian Income Tax. It is endorsed as a Deductible Gift Recipient and donations of \$2 or more are tax deductible.

Disability Discrimination Legal Service Inc

ABN 36 079 687 722

Notes to the Financial Statements

For the year ended 30 June 2019

	2019	2018
Note 2: Significant Items		
VLA Grants in Advance Transfer	15,440	(17,708)
Income tax revenue on significant items		
VLA Grants In Advance Transfer	15,440	(17,708)
 Note 3: Cash assets		
Bank accounts:		
- Cheque Account	33,421	12,810
- Cash Management Account	10,020	59,501
- Donations Account	18,468	12,558
Other cash items:		
- Cash on hand	150	150
	62,059	85,019
 Note 4: Receivables		
Current		
Trade debtors	550	
	550	
 Note 5: Other Assets		
Current		
Short term deposits	170,532	167,854
Prepayments	735	490
	171,267	168,344

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Notes to the Financial Statements
For the year ended 30 June 2019

	<u>2019</u>	<u>2018</u>
Note 6: Property, Plant and Equipment		
Leasehold improvements:		
- At cost	17,900	17,900
- Less: Accumulated depreciation	<u>(4,349)</u>	<u>(3,901)</u>
	<u>13,551</u>	<u>13,999</u>
Plant and equipment:		
- At cost	6,200	6,200
- Less: Accumulated depreciation	<u>(1,550)</u>	<u>(310)</u>
	<u>4,650</u>	<u>5,890</u>
	<u>18,201</u>	<u>19,889</u>

Note 7: Payables

Unsecured:		
- Trade creditors	4,079	75
- Other creditors	<u>8,928</u>	<u>7,642</u>
	<u>13,007</u>	<u>7,717</u>
	<u>13,007</u>	<u>7,717</u>

Note 8: Tax Liabilities**Current**

GST payable	<u>3,784</u>	<u>4,028</u>
	<u>3,784</u>	<u>4,028</u>

Disability Discrimination Legal Service Inc

ABN 36 079 687 722

Notes to the Financial Statements

For the year ended 30 June 2019

	2019	2018
Note 9: Provisions		
Current		
Employee entitlements*	14,019	19,638
	14,019	19,638
Non Current		
Employee entitlements*	25,064	30,224
	25,064	30,224
* Aggregate employee entitlements liability	39,082	49,862

There were 5 employees at the end of the year

Note 10: Other Liabilities

Current

Grants In Advance - VLA	54,432	69,872
	54,432	69,872

Note 11: Capital and Leasing Commitments

Operating lease expenditure contracted for at balance date that is not cancellable and is not provided for in the accounts:

Payable:

No later than one year	36,629	36,629
	36,629	36,629

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Statement by Members of the Committee
For the year ended 30 June 2019

The Committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the Committee the Income and Expenditure Statement, Statement of Financial Position, and Notes to the Financial Statements:

1. Presents fairly the financial position of Disability Discrimination Legal Service Inc as at 30 June 2019 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:



Marius Smith
Chairperson

vice



Winnie Gu
Treasurer

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Independent Auditor's Report to the Members

Director:
A.R Ager CA, BEc
Registered Company Auditor

Assur Pty. Ltd.
PO Box 987
Level 1, 189 Coleman Parade,
Glen Waverley, VIC 3150
ABN. 78 167 481 834
T: +61 (3) 9560 0211
M: +61 419 541 727
F: +61 (3) 9561 5497
E: tony.ager@optusnet.com.au

Authorised Audit Company
No. 453122

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Disability Discrimination Legal Service Inc (the association), which comprises the Statement by Members of the Committee, Income and Expenditure Statement, Balance Sheet as at 30 June 2019, a summary of significant accounting policies and the certification by members of the committee on the annual statements giving a true and fair view of the financial position and performance of the association.

In our opinion, the accompanying financial report presents fairly, in all material respects, the financial position of the association as at 30 June 2019 and [of] its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the Associations Incorporation Reform Act 2012.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the association to meet the requirements of Associations Incorporation Reform Act 2012. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Committee for the Financial Report

The committee is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the Associations Incorporation Reform Act 2012 and for such internal control as the committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Independent Auditor's Report to the Members

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee.
- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Signed on: 29th AUGUST, 2019

ASSUR PTY LTD

ASSUR PTY LTD

Authorised Audit Company Number: 453122

Chartered Accountants



Anthony Ager

Director - Audit & Assurance

Chartered Accountant

Disability Discrimination Legal Service Inc
ABN 36 079 687 722
Certificate by Member of the Committee
For the year ended 30 June 2019

I, Marius Smith, and I, Winnie Gu certify that:

- a. We attended the annual general meeting of the association held on
- b. The financial statements for the year ended 30 June 2019 were submitted to the members of the association at its annual general meeting.



Dated



Marius Smith
Committee Member



Winnie Gu
Committee Member