

# Disability Access and Inclusion Plan 2026-2030

Sustainable environments. Inclusive workplaces.



Disability Access and Inclusion Plan 2026-2030  
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This Disability Access and Inclusion Plan (DAIP) is available on the EPA website:  
<https://www.epa.sa.gov.au>.

If you require a copy in an alternative format such as Easy Read, large font, electronic format (disk or emailed), audio or Braille, please contact general enquiries on (08) 8204 2004.

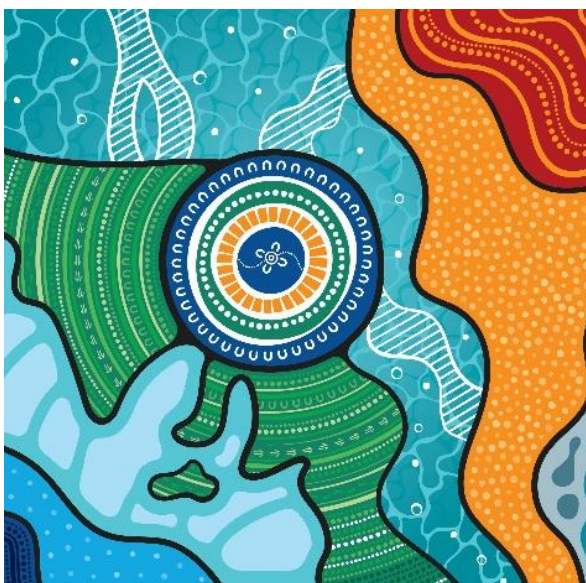
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## EPA for Reconciliation

We acknowledge the traditional custodians of the Country on which we live and meet, and pay our respects to their elders past and present.

We appreciate their traditional knowledge, care of, and spiritual connection to the air, land and sea.

We thank them for their ongoing stewardship and ways of seeing, thinking and being as part of Country.

Alongside Aboriginal nations, we strive to protect and grow the health of our beautiful state.

*Artwork by Ngarrindjeri artist Jordan Lovegrove*

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## Statement from the Chief Executive

At the Environment Protection Authority, we are committed to serving all South Australians in a way that is fair, inclusive and accessible. Our Disability Access and Inclusion Plan 2026–2030 reflects our responsibility as a public sector authority to ensure that people with disability can access our services, contribute to our work, and participate fully in our workplace.

Our approach is guided by our values of caring, growing and striving. We demonstrate caring by fostering a respectful and supportive environment where people of all abilities are valued and included. We are growing by strengthening our capability, listening to diverse perspectives, and continuously improving how we design and deliver our services. We are striving to remove barriers, whether physical, digital, or attitudinal, and to embed inclusive practices into our policies, systems and day-to-day operations.

The plan sets out clear actions, responsibilities and timeframes, aligned with the priorities of the South Australian State Disability Inclusion Plan 2025–2029. This includes improving access to our buildings, community meeting venues, information and communication systems, and the services we provide. Importantly, it is also about listening to people with disability and ensuring their voices help shape how we work.

Inclusion is fundamental to a strong public sector. By improving accessibility and embracing diversity, we enhance the quality of our decision-making, strengthen environmental outcomes, and build trust with the community we serve.

I am pleased to endorse this plan and the important role it plays in ensuring the EPA is a safe, respectful and inclusive organisation, both as a regulator and as an employer.



**Dr Jon Gorvett PSM**  
**Chief Executive**

**Date: 25 June 2026**

## About us

As South Australia's independent environmental regulator, the Environment Protection Authority (EPA) plays a key role in protecting people and the environment from harm and supports sustainable development for the benefit of current and future generations.

Working closely with industry, the community and government, we protect, restore and enhance the environment through the risk-based regulation of pollution, waste, noise and radiation.

We administer the *Environment Protection Act 1993*, *Radiation Protection and Control Act 2021*, *Single-use and Other Plastic Products (Waste Avoidance) Act 2020*, and develop guidelines and codes of practice.

## Our vision

We are working to make the EPA an organisation where diversity, equity, access and inclusion is central to everything we do. An EPA where everyone feels valued in an environment where they are empowered to share their ideas and experiences, and an EPA where our workforce reflects the great and diverse community that we serve.

It is our individual differences, skills, perspectives and experiences that give us the ability to think in different ways, come up with the best solutions to problems and communicate them effectively with our broad range of stakeholders.

## Our workplace

As at 31 December 2025, the EPA employed 214 people. Of these, 8 people, or 3.7% of the workforce, have identified that they have a disability. We recognise that not all people with a disability will choose to disclose this to their employer. Disclosure is a personal decision and may be influenced by a variety of factors. However, the EPA strives to create an inclusive environment where all employees feel that they belong and feel safe and supported if they do wish to disclose or request adjustments to better support their needs.

Workforce strategies at the EPA are aimed at improving accessible recruitment and selection processes, providing reasonable adjustments, and fostering psychologically safe and inclusive work environments. Reducing barriers to participation for people with disability, increasing representation across all levels, and building capability among leaders to support inclusive practices will help to achieve the EPA's vision.

## Strategic context

This Disability Access and Inclusion Plan (DAIP) demonstrates the EPA's commitment to the *Disability Inclusion Act 2018* (SA), *Equal Opportunities Act 1984* (SA) and the South Australian State Disability Inclusion Plan 2025-29 (State Plan) by embedding inclusion into how we design policies, deliver services, engage with communities and support our workforce.

This Plan reflects the diversity of people with disability and recognises that there are seven priority population groups identified in the Act and State Plan. These are:

- Aboriginal peoples with disability
- People with disability from culturally and linguistically diverse (CALD) backgrounds
- Women with disability
- Children with disability
- People with disability who identify as LGBTIQ+
- People with significant intellectual disability or who have high levels of vulnerability due to disability
- People with disability who live in regional communities.

In addition, the EPA recognises the distinct experiences and needs of older people with disability, as well as the critical role of carers in supporting inclusion, participation and wellbeing in our community.

The EPA's actions under this DAIP are structured around the following domains of the South Australian State Disability Inclusion Plan:

- inclusive environments and communities
- education and employment
- personal and community support
- safety, rights and justice

Through these domains, the EPA will take practical and accountable action to remove barriers, address systemic disadvantage, and ensure our regulatory, corporate and community-facing functions are inclusive by design. This Plan reinforces the EPA's responsibility to lead by example as a public authority and to contribute to a South Australia where people with disability are respected, supported and able to thrive.

## Disability Access and Inclusion Plan Development

### Consultation

This DAIP was developed by the DAIP sub-committee members of the EPA's Diversity Equity and Inclusion Committee. Through the creation of this committee, participation was sought from all EPA employees, with those with lived experience of disability encouraged to be part of this important process.

The sub-committee was guided by the domain, priority areas and mandatory measures outlined in the State Disability Inclusion Plan 2025–2029. The EPA acknowledges the significant consultation with people with disability, their families and carers, service providers, advocacy groups, and the broader community that was undertaken by the Department for Human Services in the development of the State Plan.

Consultation was also undertaken prior to the publication of this DAIP. The draft DAIP action plan was published on the EPA's Your Say website where submissions were sought from the community to help inform the final version.

### Relationship to other policies, strategies, frameworks

This DAIP aligns with and is supported by a range of policies, strategies, and initiatives that help to shape our work, workforce and organisational culture.

- 3-year strategy
- Anti-discrimination guideline
- Bullying and harassment guideline
- Flexible work arrangements guideline
- Induction process
- Mandatory training
- Communications style guide
- Workforce reporting

### Achievements

From our last DAIP, we demonstrated a strong commitment to inclusive communication and digital accessibility. Our Strategic Communications team led the implementation of accessibility enhancements across our public-facing platforms, ensuring compliance with the South Australian Government's Online Accessibility Policy. A key initiative was the integration of an immediate translation function on the Engage EPA platform, which supports users from culturally and linguistically diverse backgrounds. Additionally, our

websites now include Easy Read formats, pictorial forms, large font options, and voiceover capabilities, making environmental information more accessible to people with disability.

These improvements are not only technical but cultural, embedding accessibility as a standard practice in all communications. The EPA's approach reflects a broader shift in community attitudes, positioning accessibility as a core value rather than an afterthought.

Another key highlight was the design and fit-out of our new laboratory. Consultation and feedback from all EPA staff were part of this fit-out process. The EPA has members of each identified priority group whereby feedback was wanted and implemented for this major project.

A key aspect of this fit-out and design was a *Disability Discrimination Act 1992* (DDA) assessment which was completed to examine the building facilities and services against pre-determined criteria to assess its ease of use for people with a disability (visible or not). A written DDA Access Audit report was then produced and recommendations given. Due to the DAIP Working Group's involvement and consultation with priority groups, the report had limited actions to follow for disability access and inclusion in a built environment. It was front of mind during this entire process that enabled all priority groups.

Through the actions of our previous DAIP, staff are also required to complete mandatory disability awareness training for those who are new to the agency and every three years thereafter to increase understanding, challenge assumptions, and equip people to recognise and reduce bias to create more inclusive, equitable environments for people with disability.

One final highlight is Yaitya Purrana; Kurna for "*our own health and wellbeing*" which is an inclusive, accessible space located in the EPA's Adelaide Office.

Created in response to the DAIP and EPA's overall commitment to employee wellbeing, this multi-purpose room supports diverse needs. It can be used as a wellness space, quiet reflection room, first aid or recovery area, and a private space for nursing parents.

Designed with accessibility and inclusion in mind, Yaitya Purrana offers a calm, low-stimulation environment where individuals can take time out, whether to manage stress or anxiety, recharge, or simply enjoy a moment of privacy. It provides a vital, supportive alternative to the busy workplace, ensuring everyone has equitable access to a safe and restorative space.

## Domain 1: Inclusive environments and communities

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

### Objective:

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

### Priority areas for Domain 1

- 1 Active participation
- 2 Inclusive communities and attitudes
- 3 Universal Design
- 4 Communications and information
- 5 Collaboration, consultation and innovation

### Priority area 1: Active participation

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

| Action 1                                                                                                                                                                           |                                           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
| Review and update the EPA's Accessible Events Toolkit to ensure best practice community engagement events.                                                                         |                                           |
| Timeframe:                                                                                                                                                                         | Responsibility:                           |
| June 2027                                                                                                                                                                          | Executive Services and External Relations |
| <b>State Plan Measure 1.1.2</b><br>The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. |                                           |

|                                                                       |                                           |
|-----------------------------------------------------------------------|-------------------------------------------|
| <b>Action 2</b>                                                       |                                           |
| Promote the usage of the toolkit for all events of 50 or more people. |                                           |
| <b>Timeframe:</b>                                                     | <b>Responsibility:</b>                    |
| September 2027                                                        | Executive Services and External Relations |
| <b>State Plan Measure 1.1.2</b>                                       |                                           |

|                                                                                 |                                           |
|---------------------------------------------------------------------------------|-------------------------------------------|
| <b>Action 3</b>                                                                 |                                           |
| Review accessibility of EPA reporting portal and information request processes. |                                           |
| <b>Timeframe:</b>                                                               | <b>Responsibility:</b>                    |
| June 2030                                                                       | Executive Services and External Relations |
| <b>State Plan Measure 1.1.2</b>                                                 |                                           |

## Priority area 2: Inclusive communities and attitudes

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

|                                                                                                                             |                        |
|-----------------------------------------------------------------------------------------------------------------------------|------------------------|
| <b>Action 4</b>                                                                                                             |                        |
| Maintain disability awareness training in the EPA's suite of mandatory training and report on completion rates bi-annually. |                        |
| <b>Timeframe:</b>                                                                                                           | <b>Responsibility:</b> |
| Ongoing                                                                                                                     | People and Culture     |
| <b>State Plan Measure 1.2.1</b>                                                                                             |                        |

**Action 4**

Total number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.

**Action 5**

Promote dates of significance such as International Day of Persons with Disability to raise awareness of issues and influence attitudes.

**Timeframe:****Responsibility:**

Ongoing

Diversity, Equity and Inclusion Committee with support from Executive Services and External Relations

**State Plan Measure 1.2.1****Action 6**

Consider actions that impact Aboriginal people with disability in the next Reconciliation Action Plan.

**Timeframe:****Responsibility:**

March 2027

Reconciliation Action Plan Working Group

**State Plan Measure 1.2.3**

Total number of actions embedded in state authorities' DAIP working towards Closing the Gap targets.

### Priority area 3: Universal Design

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

#### Action 7

Design building fit-out changes with accessibility prioritised.

#### Timeframe:

December 2028

#### Responsibility:

Finance and Licensing Services

#### State Plan Measure 1.3.2

Total number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors, and the total number of new developments that incorporate Universal Design.

### Priority area 4: Communications and information

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

#### Action 8

Ensure EPA publications are designed with accessibility in mind, with key documents provided in Easy Read formats.

#### Timeframe:

December 2029

#### Responsibility:

Executive Services and External Relations

#### State Plan Measure 1.5.1

**Action 8**

Total number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents.

**Action 9**

Request accessibility requirements when inviting stakeholders to community events.

**Timeframe:**

December 2029

**Responsibility:**

Executive Services and External Relations

**State Plan Measure 1.5.2**

Total number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, during hospital emergencies, crisis services, bushfires or floods, where timely communication support is essential.

**Priority area 5: Collaboration, consultation and innovation**

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

**Action 10**

Public notifications and engagement methods are reviewed to consider access and inclusion.

**Timeframe:**

December 2029

**Responsibility:**

Executive Services and External Relations

**State Plan Measure 1.7.1**

**Action 10**

Total number of public consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOs).

**Action 11**

Encourage employees with lived experience of disability to participate on committees and working groups to ensure they are actively involved in decisions that impact them.

**Timeframe:**

Ongoing

**Responsibility:**

Committee and Working Group Executive Sponsors

**State Plan Measure 1.7.2**

Total number of people with disability, including parents and carers, serving on committees and working groups.

## Domain 2: Education and employment

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

### Objective:

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

### Priority areas for Domain 2

- 1 Access to employment opportunities
- 2 Inclusive working environments
- 3 Data and reporting

#### Priority area 1: Access to employment opportunities

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

|                                                                                                                                                                                                                         |                        |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| <b>Action 12</b>                                                                                                                                                                                                        |                        |
| Develop training for recruitment and selection panels to increase capability and understanding of diversity, disability, access and inclusion.                                                                          |                        |
| <b>Timeframe:</b>                                                                                                                                                                                                       | <b>Responsibility:</b> |
| June 2028                                                                                                                                                                                                               | People and Culture     |
| <b>State Plan Measure 2.4.3</b><br>Total number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives. |                        |

|                                                                |                        |
|----------------------------------------------------------------|------------------------|
| <b>Action 13</b>                                               |                        |
| Consider employment pathways into the EPA for priority groups. |                        |
| <b>Timeframe:</b>                                              | <b>Responsibility:</b> |
| June 2028                                                      | People and Culture     |
| <b>State Plan Measure 2.4.3</b>                                |                        |

## Priority area 2: Inclusive working environments

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

|                                                                                                                                                                                                                                                                                                                                      |                        |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| <b>Action 14</b>                                                                                                                                                                                                                                                                                                                     |                        |
| Review and update our Manager Toolkit that provides practical guidance on inclusive workplace practices and supports for employees with disability, including neurodiversity.                                                                                                                                                        |                        |
| <b>Timeframe:</b>                                                                                                                                                                                                                                                                                                                    | <b>Responsibility:</b> |
| June 2028                                                                                                                                                                                                                                                                                                                            | People and Culture     |
| <b>State Plan Measure 2.5.1</b><br>Total number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs. |                        |

|                                                                                                                         |                        |
|-------------------------------------------------------------------------------------------------------------------------|------------------------|
| <b>Action 15</b>                                                                                                        |                        |
| Develop and promote health and wellbeing initiatives that support employees with disability to thrive in the workplace. |                        |
| <b>Timeframe:</b>                                                                                                       | <b>Responsibility:</b> |
| June 2028                                                                                                               | People and Culture     |
| <b>State Plan Measure 2.5.1</b>                                                                                         |                        |

### Priority area 3: Data and reporting

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

|                                                                                                                             |                        |
|-----------------------------------------------------------------------------------------------------------------------------|------------------------|
| <b>Action 16</b>                                                                                                            |                        |
| Enhance data collection through the recruitment process.                                                                    |                        |
| <b>Timeframe:</b>                                                                                                           | <b>Responsibility:</b> |
| Ongoing                                                                                                                     | People and Culture     |
| <b>State Plan Measure 2.6.2</b><br>Proportion of state government agencies enhancing data collection and reporting systems. |                        |

|                                                                                |                        |
|--------------------------------------------------------------------------------|------------------------|
| <b>Action 17</b>                                                               |                        |
| Communicate how employees can update their personal information in HR systems. |                        |
| <b>Timeframe:</b>                                                              | <b>Responsibility:</b> |
| December 2026                                                                  | People and Culture     |
| <b>State Plan Measure 2.6.2</b>                                                |                        |

## Domain 3: Personal and community support

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

### Objective:

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

### Priority areas for Domain 3

- 1 **Accessibility**
- 2 **Information sharing**
- 3 **Programs**

#### Priority area 1: Accessibility

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

|                                                                                                                                                                                                                                                                                                                                       |                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| <b>Action 18</b>                                                                                                                                                                                                                                                                                                                      |                        |
| Partner with EAP providers to communicate supports and services available to employees with disability and those with carer responsibilities.                                                                                                                                                                                         |                        |
| <b>Timeframe:</b>                                                                                                                                                                                                                                                                                                                     | <b>Responsibility:</b> |
| December 2029                                                                                                                                                                                                                                                                                                                         | People and Culture     |
| <b>State Plan Measure 3.1.1</b><br>Total number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations. |                        |

## Priority area 2: Information sharing

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

### Action 19

Diversity, Equity and Inclusion Committee to meet quarterly to support the progress of DAIP initiatives.

#### Timeframe:

Ongoing

#### Responsibility:

Chair of the Diversity, Equity and Inclusion Committee.

### State Plan Measure 3.3.1

Total number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.

### Action 20

Report on DAIP action progress annually.

#### Timeframe:

Annually

#### Responsibility:

Chair of the Diversity, Equity and Inclusion Committee.

### State Plan Measure 3.3.1

Priority area 3: Programs

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

|                                                                                        |                        |
|----------------------------------------------------------------------------------------|------------------------|
| <b>Action 21</b>                                                                       |                        |
| Ensure funding for workplace adjustments is available for inclusivity.                 |                        |
| <b>Timeframe:</b>                                                                      | <b>Responsibility:</b> |
| Ongoing                                                                                | People and Culture     |
| <b>State Plan Measure 3.5.1</b>                                                        |                        |
| Total number of grants and funding amount distributed to enhance disability inclusion. |                        |

## Domain 4: Safety, rights and justice

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

### Objective:

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

### Priority areas for Domain 4

#### 1 Responding to emergencies

#### Priority area 1: Responding to emergencies

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

| Action 22                                                                                                                         |                                |
|-----------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| Ensure emergency and evacuation processes at all EPA facilities have disability and inclusion in mind.                            |                                |
| Timeframe:                                                                                                                        | Responsibility:                |
| December 2029                                                                                                                     | Finance and Licensing Services |
| <b>State Plan Measure 5.2.1</b><br>Total number of emergency response resources and systems developed for people with disability. |                                |