



VIVID

Zero Tolerance (Easy English) Policy



Step 1: What does “Abuse” mean?

Abuse is a violation of a person’s human rights and has a number of forms such as:

a) Financial abuse: The misuse of a person’s assets, property, possessions and finances without their consent; for example;

- Denying a person with a disability the use of their own assets, property, possessions and finances;
- theft, fraud, exploitation and pressure in relation to assets, property, possessions and finances;

b) Emotional abuse: Actions or behaviours that reject, isolate, intimidate or frighten by threats a person, for example;

- denying cultural or religious needs and preferences;
- emotional abuse perpetrated by other people with a disability;



Easy English

Approved by: Chief Executive Officer

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- where a person subjects another person to behaviour that may result in psychological trauma , such as bullying, harassment, humiliation and threats.

c) Physical abuse: Actions that involve the inappropriate use of physical contact or force against a person, for example;

- threats of physical abuse made to a person with a disability by another person;
- excessive use of physical force or restraint

d) Sexual abuse: It can be any behavior or sexual act that is threatening, violent, forced, etc. and to which a person has not given their consent or has not been able to give their consent.

e) Neglect: The failure to care adequately for a person with a disability to the extent that the health, wellbeing and development of the person is significantly impaired or at risk.

To be effective, zero tolerance of abuse requires a clear understanding of what abuse is and the types of behaviour that are abusive.

Step 2: Employee Obligations

Every employee must:

- provide services without engaging in abuse, exploitation, harassment or neglect
- report any form of abuse or suspected abuse.



- not engage in sexual abuse or misconduct and must report any such conduct by other workers, people with a disability, family members, carers or community members.
- show respect for cultural differences when providing services
- act ethically, with integrity, honesty and transparency.

Don't forget to treat others
with respect!

Version Control

V1.0 – June 2021	V1.1 – June 2022	V1.2 – 21.06.2023	V1.3 – 16.07.2024	V1.4 – 02.07.2025	
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