

Use in conjunction with *Mahi Tahī, Mahi Wātea* – a support guide for engaging people with disabilities as volunteers

## [Example] Policy Statement

Our organisation values the skills, perspectives, and contributions of all people. We are committed to creating an inclusive volunteering environment that recognises the rights of people with disabilities to participate fully and equitably. We will identify and remove barriers, provide reasonable accommodations, and foster a culture of respect and belonging.

## Inclusive Pathways

- Ensure volunteer roles are flexible, adaptable, and focus on strengths.
- Provide clear role descriptions, with opportunities for adjustments based on individual needs.
- Offer multiple entry points into volunteering, including short-term, remote, and project-based roles.
- Review recruitment and onboarding practices to ensure accessibility for all.

## Communication

- Use accessible language and formats for all promotional materials, application forms, and training resources.
- Provide information in alternative formats (e.g., large print, easy-read, captions, NZSL interpretation) where needed.
- Actively promote volunteering opportunities through disability networks and organisations

## Collaboration

- Work in partnership with disability service providers, advocacy groups, and community organisations to strengthen inclusive practices.
- Encourage peer support and mentoring among volunteers.
- Engage people with disabilities in co-designing and reviewing volunteering opportunities.

## Commitment

- Ensure volunteer roles are flexible, adaptable, and focus on strengths.
- Provide clear role descriptions, with opportunities for adjustments based on individual needs.
- Offer multiple entry points into volunteering, including short-term, remote, and project-based roles.
- Review recruitment and onboarding practices to ensure accessibility for all.

**This framework affirms our commitment to inclusion** and guides our ongoing efforts to ensure volunteering is open, welcoming, and enriching for people with disabilities.



**DISCLAIMER:** The information in this Framework was correct as at August 2025. Please ensure you keep updated on any legislation changes that may affect the Acts or comments mentioned here.

## Charlotte's story

Dune Lakes Lodge, Kaukapakapa

*Charlotte Buchanan suffered a brain injury at birth which left her with visual and physical disabilities, processing disorders, and high levels of anxiety. She loves volunteering at Dune Lakes Lodge.*

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*I enjoy it. I have grown in confidence, and now show new people around and help others. I've made new friends and learned a lot about myself.*

**Charlotte Buchanan**

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## Cora's story

IHC Bloom op shop, Pukekohe

*Cora has been volunteering for about a year. Cora has an intellectual disability and saw volunteering at the Op Shop as a challenge. She says it's nice to help others and to mix with other people, some of whom have more problems than she does. Her most memorable moment was finding a sum of money in a tin that was donated to the shop, she was happy she had found it but sad because someone had lost some money. She likes the feeling of independence she gets at the Op Shop when she's given a task and left to get on with it. Cora wants to be an inspiration to others, other people could see her helping and think they could help as well and make a difference. She says that when she volunteers, it takes your mind off your problems and gives you a different outlook.*