

INDEPENDENT COMMISSION AGAINST CORRUPTION DISABILITY ACCESS AND INCLUSION PLAN 2026-2029

21 August 2026

TABLE OF CONTENTS

Message from Commissioner	2
Contact Details	2
About us	2
The Independent Commission Against Corruption	2
DAIP actions table	5
Domain 1: Inclusive environments and communities	5
Domain 2: Education and employment	13
Domain 3: Personal and community support	17
Domain 4: Health and wellbeing	20
Domain 5: Safety, rights and justice	22

MESSAGE FROM COMMISSIONER

The Independent Commission Against Corruption (ICAC) is committed to ensuring that our work and workplace is welcoming and accessible to everyone. Our values reflect this commitment, encompassing fairness, excellence, respect and integrity.

Our Disability Action and Inclusion Plan 2026-2029 ensures that we are continuing to take positive action for our staff, and our work and activities across the Public Sector are inclusive and unbiased. We look forward to working with our staff and stakeholders over the next four years to implement new ideas and strategies to remove barriers and create accessible environments for people with disability.

Emma Townsend

COMMISSIONER

Independent Commission Against Corruption

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This Disability Access and Inclusion Plan (DAIP) is available on the [ICAC website](#).

If you require a copy in an alternative format, (such as Easy Read or a fully accessible word version), please email enquiries@icac.sa.gov.au.

ABOUT US

The Independent Commission Against Corruption

ICAC is an independent statutory body established to promote integrity within South Australian public administration. ICAC investigates reports of alleged corruption within public administration and actively prevents corruption by undertaking evaluations of the practices, policies and procedures of public agencies.

ICAC also delivers education programs which seek to guide the conduct of public officers in the South Australian public sector.

Whilst ICAC no longer engages directly with the public in terms of receiving reports or complaints of corruption, it interacts with a wide range of people across the public sector and publishes reports that are available to the public.

Our vision

A state in which the community can be confident that public institutions maintain the highest standards of integrity.

Our values

- **Excellence**
We lead by example and demonstrate best practice. We continually strive to improve our capabilities, skills and knowledge. We are curious, courageous, rigorous, and professional.
- **Independence**
We conduct ourselves without fear or favour and make decisions according to law. We understand that we have a particular responsibility that is ours alone. We take our responsibilities seriously and use our powers carefully.
- **Respect**
We treat everyone with respect.
- **Accountability**
We use our resources responsibly. We scrutinise ourselves as vigorously as we scrutinise others.
- **Integrity**
We are fair and unbiased in all our dealings. We are honest, trustworthy, reliable and fearless in fulfilling our duties.
- **Collaboration**
We encourage the sharing of knowledge and ideas. We actively seek the perspectives and contribution of others. We work together to achieve best outcomes.

Our workplace / staff

The ICAC workforce currently comprises 50 FTE employees as at end of June 2026. This comprises 56 individuals. 16 staff (or 29%) work on a part-time or casual basis. The average age of employees is 45 years, with 10% of the workforce being less than 30 years of age, and 8.8% at age 60 or more.

In terms of gender, 58% of employees identify as female and 42% identify as male. ICAC has 1 identified Aboriginal employee and 0 employees who have formally identified as people with a disability.¹

ICAC has developed a Diversity and Inclusion Strategy 2025-29 ([Strategy Diversity and Inclusion 2025-29 \(A576916\)](#)) which considers diversity, including disability and inclusion within our workforce.

¹Data sourced from OCPSC May 2026 report

Strategic Context

The strategic context for ICAC is the same as for other South Australian public sector agencies. This is summarised in the SA Department of the Premier and Cabinet Disability Access and Inclusion Plan 2026-2030 and is replicated here:

“The South Australian Disability Inclusion Act 2018 (the Act) provides a legal framework to support equal access and inclusion for people living with disability in community activities and services including recreation, education, health, and public transport.

The Act aligns with the United Nations Convention on the Rights of Persons with Disabilities and with the Australian National Disability Strategy 2010–2020 and requires the creation of a State Disability Inclusion Plan (the Plan), and that all State Authorities develop and publish a Disability Access and Inclusion Plan (DAIP).”

ICAC has previously developed a Disability Access and Inclusion Plan 2020-24.

Relationship with other policies, strategies and frameworks

This plan builds on the previous DAIP 2020-24 and aligns with ICAC Diversity and Inclusion Strategy 2025-29 and ICAC People and Culture Policy.

It also is aligned with the Office of the Commissioner for Public Sector Employment Diversity, Equity and Inclusion Strategy 2023-2026.

Achievements

During 2025-26 and 2026-27, ICAC:

- approved the development of an initiative to provide online training available to all ICAC staff in a wide range of topics with a focus on diversity, including disability.
- conducted Cultural Awareness sessions for all ICAC staff, by Kuma Kaaru.
- focussed on the use of “plain English” in all ICAC publications and communications.
- established a Witness Welfare officer role and associated policy and procedure to ensure appropriate measures are in place to support the psychosocial wellbeing of witnesses and other persons who may be the subject of ICAC’s investigations or otherwise subject to or impacted by the exercise of ICAC’s powers and functions.

DAIP ACTIONS TABLE

Domain 1: Inclusive environments and communities

Outcome Statement: 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 | 5 Communications and information |
| 2 Inclusive communities and attitudes | 6 Transportation |
| 3 Universal Design | 7 Collaboration, consultation and innovation |
| 4 Accessible facilities | 8 Housing |

Priority Area 1: Active participation

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1	Ensure that all events with more than 50 attendees hosted by ICAC for internal and external attendees incorporate accessibility and inclusivity including support for people with disability.	1.1	In scheduling events, ICAC will ensure that the selected venues are equipped with facilities inclusive of people with disability, and appropriate space is available for wheelchairs or other therapeutic aids.	Ongoing	Manager Communications and Engagement
2	Continue to ensure that all attendees at ICAC events are provided with a contact to discuss access for people with disability.		Records of contact made from attendees in relation to access for people with disability.	Ongoing	Manager Communications and Engagement
3	Evaluate feedback from ICAC events to identify any areas of concern or lack of facilities relating to people with disability or inclusion that has been reported		Evaluation feedback will be analysed following each event, with any feedback from people with disability provided to ICAC Executive.	Ongoing	Manager Communications and Engagement

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.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
4	Provision of training for all ICAC staff in a wide range of diversity and inclusion topics to ensure that they both recognise and can engage positively and inclusively with people with disability, including other staff members and external parties that may be involved in ICAC functions. Examples of training include: • Unconscious Bias, • Neurodiversity, • Bystander Awareness, • Cultural Awareness, • Psychosocial Hazards, • Human Resources Management Diversity & Inclusion		All new staff within ICAC participate in mandatory diversity and inclusion training as part of their induction process and the number of courses accessed per annum will be reported in annual performance reviews. All existing staff within ICAC will undertake diversity and inclusion training on an annual basis and the number of courses accessed per annum will be reported in annual performance reviews.	January 2027 January 2027	Director Corporate Services Director Corporate Services
5	ICAC will continue to support its Diversity and Inclusion Committee with new and ongoing initiatives		The number of recommendations made to Executive via the Diversity and Inclusion Committee and their outcome recorded. All initiatives not accepted by the Executive will require written feedback to the Committee.	July 2026	Director Corporate Services

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
6	ICAC will resume a program, to be conducted every two years, which surveys employees views on diversity and inclusion issues, relating to workplace culture, policies, practices and communications, as well as access needs.		Survey about diversity and inclusion conducted and biennially thereafter.	October 2026	Director Corporate Services Manager Communications and Engagement
7	ICAC will implement a standing Diversity and Inclusion agenda item at all team and formal meetings, and incorporate annual initiatives and celebrations in the workplace		An existing agenda item for the Executive on a quarterly basis is to review the minutes of existing committees, which will now include checking compliance with the standing item of Diversity and Inclusion. Annual initiatives and celebrations will be scheduled to incorporate staff engagement activities such as International Day of Persons with Disabilities.	From July 2026	Director Corporate Services
8	ICAC will ensure that people with disability are invited to participate on committees, working groups and project reference groups		All calls for participation in working collaborations have been provided to staff and other persons with disability.	From July 2026	Deputy Commissioner

Priority Area 3: Universal Design

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
9	ICAC will ensure that all its facilities, where possible, are accessible for people with disability. This includes kitchens, bathrooms and outdoor spaces within ICAC worksite.		An audit of ICAC workspaces will be undertaken, as part of the WHS Hazard Identification audit conducted every six months, to identify areas or functions that are not accessible to employees with disability including use of auditory and visual emergency alarm systems and that evacuation diagrams include accessibility options for people with disability The WHS Hazard Identification audit results will result in an annual action plan that is reported quarterly to the ICAC Executive.	September 2026	Director Corporate Services
10	All worksites within ICAC will continue to offer optional accessible furnishing including sit-stand desks or open bench space		All employees have a choice as to their preferred workspace furnishing to optimise comfort and safety.	Ongoing	Director Corporate Services

Priority Area 4: Accessible facilities

Outcome: People with disability can access public toilet facilities that meet their needs when out in the community.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
	Please refer to Action item 8.				

Priority Area 5: Communications and information

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
11	An external audit of ICAC's website will be conducted to highlight areas of improvement.		An external provider is engaged to provide the Executive with options to improve accessibility which will be submitted to ICAC Executive.	December 2027	Manager Communications and Engagement
12	In developing future videos for information and awareness purposes, ICAC will incorporate captions.		All future videos produced by ICAC for education and awareness purposes, incorporate captions or provide an option for captions to be enabled.	From July 2026	Manager Communications and Engagement
13	In the development of new documents, resources and information, ICAC will use plain English and other accessibility requirements, which will be available on request.		Feedback from users via survey and staff forums will be used to ensure accessibility requirements meet expectations.	From July 2026 in terms of using plain English in all documentation. From July 2027 for implementation of other accessibility requirements	Manager Communications and Engagement

Priority Area 6: Transportation

Outcome: People with disability can get to where they need to go safely.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
14	Ensure that staff are aware of travel subsidy provisions for employees with permanent disability (refer Commissioner's Determination 3.2: Employment Conditions – Remuneration Allowances and Reimbursements).		Evidence of communication to all staff in relation to travel subsidy for those with permanent disability	July 2026	Director Corporate Services

Priority Area 7: Collaboration, consultation and innovation

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
15	Continue to encourage participation in the existing ICAC Diversity and Inclusion Committee to progress ICAC's commitment.		Calls to all staff for membership to the Diversity and Inclusion Committee will be sent regularly	Commencing July 2026	Director Corporate Services
	Please refer to Action Item 1, 2 and 3				

Priority Area 8: Housing**Outcome: People with disability have access to appropriate housing.**

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
	ICAC does not have any specific strategies in this category but will seek information when required from relevant government agencies.				

Domain 2: Education and employment

Outcome Statement: 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

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|--|--------------------------------------|
| 1 Targeted knowledge, understanding and support | 4 Access to employment opportunities |
| 2 Supports and resources for children and young people | 5 Inclusive working environments |
| 3 Targeted transitional supports | 6 Data and reporting |

Priority Area 1: Targeted knowledge, understanding and support

Outcome: People with disability are supported by a South Australian education workforce that has the knowledge and skills to meet their needs and help them succeed.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
	ICAC does not have any specific strategies in this category but will seek information when required from relevant government agencies.				

Priority Area 2: Supports and resources for children and young people

Outcome: Children with disability feel valued, welcomed and have access to inclusive education, starting in the early years.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
	ICAC does not have any specific strategies in this category but will seek information when required from relevant government agencies.				

Priority Area 3: Targeted transitional supports

Outcome: People with disability have supportive environments to learn, grow, and transition throughout their life.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
16	Employees with disability will be actively encouraged to participate in development courses offered by Government through its Diversity, Equity and Inclusion Strategy , including nomination for Diversity and Inclusion Leadership Scholarships.	2.3.5	ICAC nominations are sought for interested staff in all courses offered by the Strategy.	Ongoing	Director Corporate Services
17	As part of biannual performance reviews, all staff, will be encouraged to identify training requirements for their role, or to facilitate their further development in their career		The identification of training needs across all ICAC staff will ensure particular focus on training identified by staff with disability and diversity.	Biannually (July and January) reviews	Director Corporate Services

Priority Area 4: Access to employment opportunities

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
	Refer action item 14				
18	ICAC is a participant in the We're Equal campaign by Equal Opportunity SA which identifies businesses and organisations committed to treating everyone equally, regardless of their age, ability, gender diversity, sexuality, relationship and reproductive status, race, religion, and culture.	2.4.3	All measures in this Plan	Ongoing	ICAC Executive

Priority Area 5: Inclusive working environments

Outcome: People with disability have access to supportive places to learn.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
19	ICAC supports flexible working arrangements including work from home arrangements for all staff where possible.	2.5.1	Ensure the active and equal promotion of flexible working arrangements to all staff as part of induction, and via ongoing awareness and information, including posters and readily available procedures and application forms	July 2026	Director Corporate Services

Priority Area 6: Data and reporting

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
20	All staff are provided with information about how the formal identification of disability and inclusion status can assist with ensuring that SA Government programs and policies can be developed to ensure access and awareness.	2.6.2	Regular updates to staff in whole of staff meetings as well as distribution of OCPSE data collection reporting to staff to promote awareness and education.	Quarterly commencing in July 2026	Director Corporate Services

Domain 3: Personal and community support

Outcome Statement: 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 | 4 Family and carer support |
| 2 Advocacy and supports | 5 Programs |
| 3 Information sharing | |

Priority Area 1: Accessibility

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
21	A program of awareness for community supports and services will be promoted within ICAC to ensure that staff with diversity have readily accessible information. ICAC's Diversity and Inclusion Committee will be consulted to contribute to this program.	3.1.1	The community support and services program for staff with diversity will commence with a consultation process to determine appropriate support organisations and information.	December 2026	Director Business Services

Priority Area 2: Advocacy and supports

Outcome: People with disability are supported to make their own choices and use advocacy when needed to protect and promote their rights.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
22	The People and Culture Policy will include specific reference to ensuring that people with disability are supported in the protection of their rights, including use of advocates.		ICAC People and Culture Policy is updated, and any relevant procedures are developed.	September 2026	Director Corporate Services

Priority Area 3: Information sharing

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
23	ICAC will participate in whole of Government initiatives in relation to supporting people with disability.	3.3.1	A regular review of existing programs and initiatives will commence to ensure that ICAC remains informed and flexible in relation to participating in support programs and currency of information available.	Quarterly from July 2026	Director Corporate Services

Priority Area 4: Family and carer support

Outcome: Carers and families, including siblings of people with disability are provided with dedicated supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
24	Where carers and families have been identified, via personal disclosure, within ICAC, managers will support these staff with their responsibilities wherever possible, including the use of flexible working conditions		ICAC People and Culture Policy includes reference to the support of carers and families of people with disability.	September 2026	Director Corporate Services

Priority Area 5: Programs

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
	ICAC does not have any specific strategies in this category but will seek information when required from relevant government agencies.	3.5.1			

Domain 4: Health and wellbeing

Outcome Statement: A South Australia where all people with disability can attain the highest possible health and wellbeing outcomes throughout their lives

Objective: To have a well-connected health and mental health sector that is easy to access, navigate and interact with for all people with disability.

Priority Areas for Domain 4

- 1 Inclusive infrastructure
- 2 Targeted knowledge, understanding and support
- 3 Supports and interventions

Priority Area 1: Inclusive infrastructure

Outcome: People with disability have full access to, and inclusion within health infrastructure.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
	ICAC does not have any specific strategies in this category but will seek information when required from relevant government agencies.				

Priority Area 2: Targeted knowledge, understanding and support

Outcome: People with disability can access healthcare that is inclusive and responsive to the intersectionality and diversity of disability, recognising the important role of carers.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
	ICAC does not have any specific strategies in this category but will seek information when required from relevant government agencies.				

Priority Area 3: Supports and interventions

Outcome: People with disability receive coordinated health supports that meet their needs, with stronger connections between mental health and disability services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
	ICAC does not have any specific strategies in this category but will seek information when required from relevant government agencies.				

Domain 5: Safety, rights and justice

Outcome Statement: 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 5

- 1 Targeted knowledge, understanding and support
- 2 Responding to emergencies
- 3 Support and navigating the justice system
- 4 Consultation and collaboration
- 5 Safeguarding

Priority Area 1: Targeted knowledge, understanding and support

Outcome: People with disability are understood, supported, and have their rights upheld, including within the justice system.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
	Please refer to previous action items.				

Priority Area 2: Responding to emergencies

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
25	Safety and Emergency plans are inclusive of staff with diversity and disability. The use of PEEP (personal emergency evacuation plans) will be included in induction training and a regular update reminder included to all staff biannually.	5.2.1	Information in relation to establishing a PEEP will be provided to all new staff as part of the induction process. Information about PEEPS will be provided to all staff in regular updates biannually.	By July 2026 Commencing June 2026	Director Corporate Services

Priority Area 3: Support and navigating the justice system

Outcome: People with disability receive the right supports for them when navigating the justice system.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
	ICAC does not have any specific strategies in this category but will seek information when required from relevant government agencies.				

Priority Area 4: Consultation and collaboration

Outcome: People with disability are involved in the design and delivery of policies, programs and laws.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
26	ICAC will consider diversity and inclusion, including disability when considering review and establishment of policies and procedures		ICAC Policy Frameworks will refer to the requirement to consider disability and inclusion in its development of policy and process	By September 2026	All ICAC Executive

Priority Area 5: Safeguarding

Outcome: People with disability can access effective, inclusive and responsive safeguarding supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
27	ICAC offers both internal and external support for the psychosocial wellbeing of witnesses, persons the subject of ICAC's investigations, and others who are subject to or impacted by the exercise of ICAC's powers and functions		The number of parties who seek support per annum is collated.	Annual	Witness Welfare Officer