**Q:  Is your program accessible to people who identify with having a disability?**

A: The Program actively encourages applicants with a disability to apply.

The Observership Program has conducted Disability Confidence Training to support all our candidates and observers. Board members are also offered Disability Confidence Training to ensure they can support all Observers placed on their board.

The Observership Program follows the social model of disability and acknowledges our obligation to ensure any environment, employment or service opportunity is inclusive of people who identify with disability, including those who identify with moderate-to-severe disabilities.

To that end, adjustments are intended to provide support for all Observers who identify with disability, including those with moderate-to-severe disabilities and therefore may include but not be limited to: support to complete the online application form, questions in advance of interviews, Auslan/captioning services and accessible meeting spaces.

These will be implemented with your consultation and will not be passed on to any Boards without your consent.

An accessible copy of the 2026 Sample Application form can be found [2026 Application form\_Website Sample](https://www.observership.com.au/wp-content/uploads/2025/04/2026-Application-form_Website-Sample.docx)

An accessible copy of the FAQs can be found [FAQs\_Accessible](https://www.observership.com.au/wp-content/uploads/2025/05/FAQs_Accessible.docx).

We have transcripts and accessible documentation available for our training sessions.

Please contact info@observership.com.au if you would like to discuss your situation or any adjustments you may need during the selection process or as an observer.

**Q: What accessible information and documentation do you offer Observers?**

The Observership Program follows the social model of disability and acknowledges our obligation to ensure any environment, employment or service opportunity is inclusive of people with disability. We have a range of accessible documentation and collateral including but not limited to:

**Documentation & Collateral**
 – We have an accessible website; we have ensured that our website and the application platform meets the Web Content Accessibility Guidelines (WCAG) version 2.1 to at least a level AA compliance.
 – An accessible copy of the 2026 Sample Application form can be found [here](https://www.observership.com.au/wp-content/uploads/2025/04/2026-Application-form_Website-Sample.docx).
 – An accessible copy of the FAQs can be found [here](https://www.observership.com.au/wp-content/uploads/2025/05/FAQs_Accessible.docx).
 – An accessible copy of the 2025 Handbook can be found [here](https://www.observership.com.au/wp-content/uploads/2025/04/2025-Victorian-Program-Handbook_Accessible-1.pdf).
 – An accessible copy of our Terms and Conditions can be found [here](https://www.observership.com.au/wp-content/uploads/2025/05/Observership-Terms-and-Conditions_2026.pdf).
 – Emails and invitations are accessible.
 – An accessible video [‘An introduction to The Observership Program’](https://vimeo.com/842687261/22c261a00c?share=copy).
 – An accessible video explaining [‘Tips and hints for Successful Applications’](https://vimeo.com/842738931/98785d176f?share=copy).

**Training**
 – Facilitators are briefed prior to training sessions and have completed Disability Confidence training.
 – Training includes captions and other adjustments if required.
 – Accessible documentation is available prior to the training event.
 – We provide accessible chat transcripts and training transcripts after each online training event.

**Events**
 – We provide communication around the expected time commitment for observers in the handbook and prior to the Program commencing.
 – We ensure that we give Observers plenty of notice in advance of all our events.
 – Events take place at accessible venues with disabled parking available.
 – Venues are situated nearby to accessible accommodation.

Please contact info@observership.com.au if you would like to discuss your situation or any adjustments you may need during the selection process or as an observer.