



DISABILITY PRIDE MONTH

ACCESSIBILITY & SUPPORT

PRACTICAL SUPPORTS & ADJUSTMENTS
ENABLE FULL PARTICIPATION



★ **WHAT WE HEARD:**

Barriers aren't just physical. Volunteers with disabilities experience stigma, unsafe cultures, unrealistic expectations, burnout, and environments where they had to “push through” without support.



People with disability often stop or choose not to start volunteering because **the environment creates barriers to participation** – rather than the role itself.

BARRIERS:

“

*Not being able to stand
for a long time*

”

“

*Unfair and unrealistic
expectations*

”

“

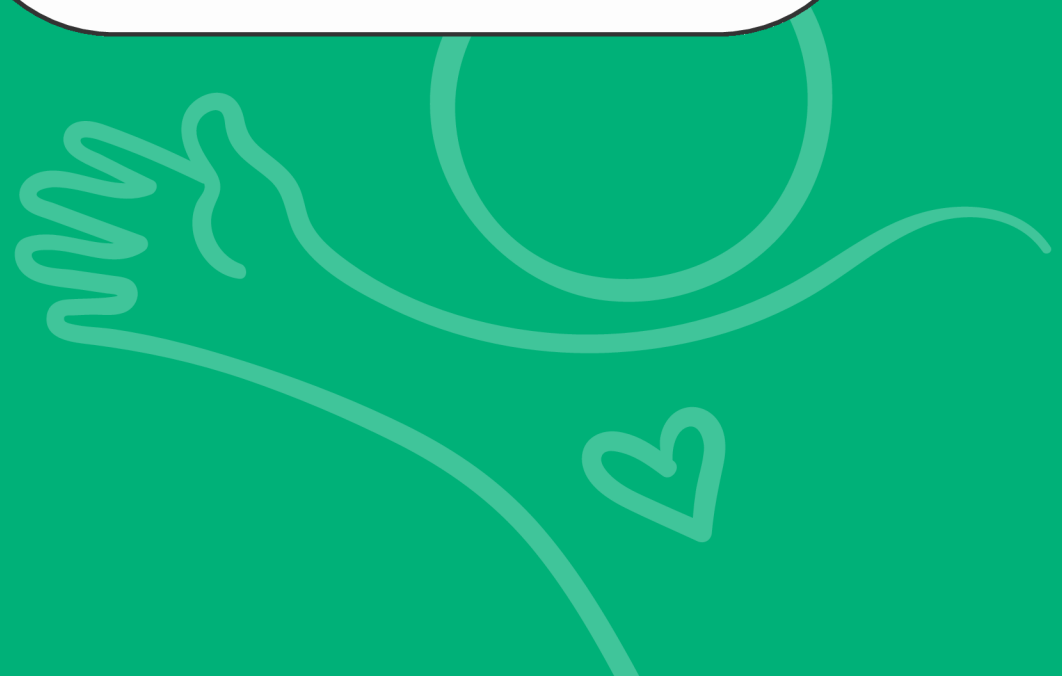
*Small town cliques and
stigma*

”

“

Managing time

”



BARRIERS:



Challenging clients or customers



Looking at a screen for long periods



Unmet access and accommodation needs



Assumptions about resilience & availability



WHAT IT LOOKS LIKE:



Ask what adjustments or supports would help



Provide clear, accessible information



Offer assistive tools

*Screen readers, Speech-to-text software,
Noise-cancelling headphones, etc.*



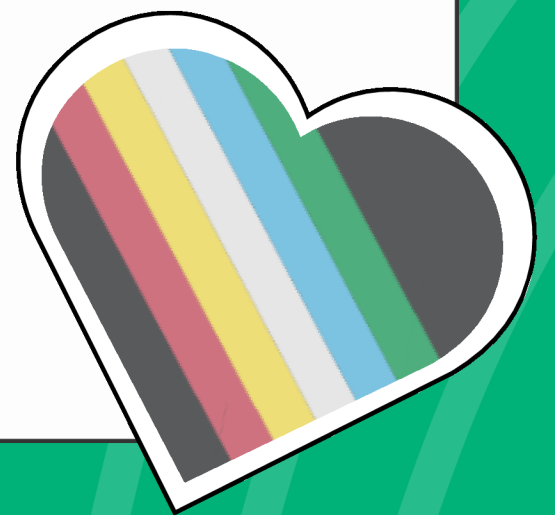
Offer alternative formats

*Easy Read versions, Large-print documents,
Captioned videos, etc.*



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