BlindSpot Solutions

Accessibility Statement

March 2026

Accessibility Policy

Last reviewed – March 2026

Introduction

- **Accessibility as a core principle**
  At BlindSpot Solutions, accessibility is a core part of how we operate. It is not an afterthought. We aim to create environments where people can participate fully and with dignity. Accessibility is considered in the way we design our services, communicate with clients, and deliver our work.

- **A practical commitment**
  This policy outlines how we approach accessibility across our physical, digital and procedural environments. It explains the steps we take to remove barriers, provide reasonable adjustments, and continue improving the way we work.

- **Accessible engagement**
  Whether you are visiting our website, attending one of our events, working with us, or partnering with us on a project, accessibility is part of the way we operate.

Purpose

- **Embedding accessibility into our work**
  The purpose of this policy is to ensure accessibility is considered in the services we deliver, the environments we operate in, and the way we communicate.

- **Supporting equitable participation**
  We aim to provide equitable access to our services, communications and opportunities so that people with disability can engage with confidence.

- **Aligning with relevant standards and legislation**
Our approach reflects relevant accessibility standards and anti-discrimination legislation, including the Disability Discrimination Act 1992 (Australia), as well as recognised accessibility guidelines.

- **Continuous improvement**
Accessibility is an ongoing process. We regularly review our practices to identify improvements and remove barriers where possible.

Who This Policy Applies To

- **Our team**
This policy applies to all BlindSpot Solutions staff, contractors and collaborators who contribute to our work.

- **Clients and visitors**
It also applies to clients, event participants and members of the public engaging with our services.

- **Suppliers and partners**
Where possible, we encourage third-party suppliers, venues and partners to support accessible practices when working with us.

- **Environments covered**
The policy covers environments we control or influence, including physical venues, digital platforms, communications and client-facing materials.

Physical Accessibility

- **Accessible environments**
We aim to use environments that support safe and comfortable participation for people with mobility, sensory or other access needs.

- **Accessible venue features**
Where possible, this includes step-free or ramped entrances, accessible toilets, clear paths of travel and adequate lighting in meeting spaces.

- **Clear signage and layout**
  We aim to ensure environments provide clear navigation, including high-contrast signage and uncluttered pathways.

- **Comfort and usability**
  Where practical, we provide seating options with and without armrests and consider acoustics to support effective communication.

- **External venues**
  When using third-party venues, we make reasonable efforts to confirm accessibility features in advance and share any known limitations with participants.

Digital Accessibility

- **Accessible website and digital content**
  We aim to design and maintain the BlindSpot Solutions website and digital materials with accessibility in mind so they can be used by as many people as possible.

- **Accessibility standards**
  Where practical, our digital content aims to align with WCAG 2.2 Level AA accessibility guidelines.

- **Structured and navigable content**
  We use clear navigation, structured headings and descriptive links to help users navigate content easily.

- **Accessible documents and forms**
  Where possible, we provide documents in accessible formats and ensure online forms can be used with keyboard navigation and screen readers.

- **Assistive technology compatibility**
  We consider people using assistive technologies such as screen readers, screen magnification tools, speech input software and keyboard navigation.

- **Alternative access**
  If a barrier is encountered, we aim to provide alternative ways for people to access information or services.

Communication Access

- **Alternative formats**
  Where reasonable, we provide materials in alternative formats such as large print, plain English, audio or braille upon request.

- **Clear communication**
  We aim to use clear and concise language in key communications to support understanding.

- **Accessible media**
  Where possible, pre-recorded videos include captions and transcripts to improve accessibility.

- **Interpreting services**
  For events, Auslan or other interpreting services may be arranged when requested in advance.

- **Respectful communication practices**
  Our team is encouraged to communicate in ways that respect different communication styles and access needs.

Inclusive Work Practices

- **Inclusive recruitment and onboarding**
  We aim to provide adjustments during recruitment and onboarding processes so candidates and new team members can participate fully.

- **Workplace accommodations**
  Reasonable adjustments may be provided to support employees with disability.

- **Accessible internal systems**
  Where possible, internal systems and tools should be usable by all members of our team.

- **Accessibility awareness**
  We encourage ongoing learning and awareness around disability and accessibility across our team.

Events and Services

- **Accessible event planning**
  When delivering events or services, we consider accessibility during planning and delivery.

- **Accessible venues and facilities**
  Where possible, venues are selected with step-free access and accessible facilities.

- **Understanding participant needs**
  Participants may be asked about access requirements during registration so adjustments can be planned.

- **Accessible materials**
  Where practical, materials may be provided in advance to support preparation and participation.

- **Remote participation options**
  Where appropriate, remote or hybrid participation options may be offered.

- **Inclusive facilitation**
  Facilitators and hosts are encouraged to follow inclusive practices when delivering sessions.

Procurement and Partnerships

- **Considering accessibility when selecting suppliers**
  When selecting platforms, venues or service providers, accessibility may be considered as part of the evaluation process.

- **Encouraging accessible practices**
  We encourage suppliers and partners to support accessible environments and services where possible.

Feedback and Continuous Improvement

- **Welcoming feedback**
  Feedback is an important part of improving accessibility. We welcome suggestions, questions or reports of barriers.

- **Contact methods**
  You can contact BlindSpot Solutions through the following channels:

  Email: accessibility@blindspot.solutions

  Online form: https://www.blindspot.solutions/get-in-touch/feedback-form

- **Responding to feedback**
  We aim to acknowledge accessibility feedback within two business days and investigate practical solutions where possible.

Responsibilities

- **Shared responsibility**
  Accessibility is a shared responsibility across our organisation.

- **Team responsibilities**
  All team members are expected to treat people with disability respectfully and support inclusive practices.

- **Leadership responsibility**
  Leadership is responsible for ensuring accessibility is considered in our services, operations and strategic decisions.

- **Accessibility contact point**
  Accessibility enquiries and feedback can be directed through our feedback form.

Policy Review

- **Regular review**
  This policy will be reviewed at least every two years.

- **Earlier review where required**
Reviews may occur sooner if accessibility standards change, significant feedback is received, or our services evolve.

Closing Statement

- **Accessibility as an ongoing commitment**
Accessibility is not a one-time checklist. It is an ongoing commitment that evolves as we learn and improve.

- **Continuous learning**
By embedding accessibility into everyday decisions and practices, we aim to create environments where more people can participate confidently and independently.

- **Looking forward**
We will continue to listen, learn and adapt so that accessibility remains part of our culture and the services we provide.