

# Glossary

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## A

ADEC	Action on Disabilities in Ethnic Communities
AGIMO	Australian Government Information Management Office
AIATSIS	Australian Institute of Aboriginal and Torres Strait Islander Studies
ALP	Australian Labor Party
APF	Asia-Pacific Forum of National Human Rights Institutions – a member-based organisation that supports the establishment and strengthening of independent human rights institutions in the Asia-Pacific region.
APS	Australian Public Service
ARA	Australasian Railways Association
ASTRA	Australian Subscription Television Association
ATSIC	Aboriginal and Torres Strait Islander Commission
AusAID	Australian Agency for International Development
Auslan	Australian Sign Language, the language of the deaf community in Australia.
Action Plan	A voluntary mechanism for organisations to structure their own compliance efforts.
Amicus curiae	‘Friend of the court’ – The role of an <i>amicus curiae</i> is to provide special assistance to the court in resolving issues raised by a case, and to draw attention to aspects of the case that might otherwise have been overlooked.

## C

CDS	Commonwealth Disability Strategy
CEDAW	<i>Convention on the Elimination of All Forms of Discrimination Against Women</i>
CHS	Complaint Handling Section
CLE	Community Legal Education
COAG	Council of Australian Governments
CSIRO	Commonwealth Scientific and Industrial Research Organisation
CSW	United Nations Commission on the Status of Women
Commission, the	The Australian Human Rights Commission
Consultancy contract	A contract that typically defines the nature, purpose and duration of the task to be performed, but not (in any detail) the manner in which the task is to be performed by a consultant. The consultant is usually paid on completion of milestones or in a lump sum.

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Consultancy service	A particular type of service delivered under a contract for services, distinguished from other contracts by the nature of the work performed. Consultancy services involve the application of expert professional skills to: investigate or diagnose a defined issue or problem, carry out defined research, reviews or evaluations; or provide independent advice, information or creative solutions to assist the agency in management decision making.
Consultant	An entity (whether an individual, a partnership or a corporation) engaged to provide professional independent and expert advice or services. Consultants are not employees of the department and are not paid wages or other employee entitlements.
Corporate Social Responsibility	The concept of Corporate Social Responsibility is generally understood to mean that corporations have a degree of responsibility not only for the economic consequences of their activities, but also for the social and environmental implications. This is sometimes referred to as a 'triple bottom line' approach that considers the economic, social and environmental aspects of corporate activity.

### D

DDPA	Durban Declaration and Programme of Action
DFAT	Department of Foreign Affairs and Trade
DIAC	Department of Immigration and Citizenship
DIMIA	Department of Immigration and Multicultural and Indigenous Affairs
DPO	Disabled people's organisations
Disability Convention	<i>United Nations Convention on the Rights of Persons with Disabilities</i>

### E

EEO	Equal Employment Opportunity
EL	Executive Level
Expert Mechanism	Expert Mechanism on the Rights of Indigenous Peoples. Composed of five experts (from Congo, Malaysia, Norway, Costa Rica and the Philippines), the Expert Mechanism provides thematic expertise on the rights of indigenous peoples to the Human Rights Council, the main human rights body of the United Nations.

### F

FaHCSIA	Department of Families, Housing, Community Services and Indigenous Affairs
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### G

GST	Goods and Services Tax
General Assembly	The United Nations General Assembly – one of the five principal organs of the United Nations and the only one in which all member nations have equal representation. Its powers are to oversee the budget of the United Nations, appoint the non-permanent members to the Security Council, receive reports from other parts of the United Nations and make recommendations in the form of General Assembly Resolutions.

**H**

HREOCA	<i>Human Rights and Equal Opportunity Commission Act 1986</i>
HRTC	Human Rights Technical Cooperation Program

**I**

IDLO	International Development Labour Organization – dedicated to bringing decent work and livelihoods, job-related security and better living standards to the people of both poor and rich countries.
IPO	Indigenous Peoples Organisations Network of Australia – an association of Aboriginal and Torres Strait Islander organisations that promotes and protects the human rights of the Aboriginal and Torres Strait Islander people in Australia.

**K**

KARG	Key Agencies Reference Group on Age Discrimination
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**N**

NGO	Non Government Organisation
NHRI	National Human Rights Institution
NPM	National Preventative Mechanism
National Action Plan	National Action Plan to Build on Social Cohesion, Harmony and Security
Native title	A pre-existing property interest, held communally or individually by Aboriginal peoples and Torres Strait Islanders, which is capable of being recognised by Australia's common law. Native title can exist over land and waters where Aboriginal people or Torres Strait Islanders maintain traditional laws and customs that give them a connection to the specified area. Native title rights are not granted by governments or courts. Native title is not an underlying title, but rather a bundle of rights that can be extinguished by inconsistent acts of government.

**O**

OPCAT	<i>Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment</i> – an international agreement which establishes a two-tiered system of inspections of places of detention, with the aim of preventing torture and cruel, inhuman or degrading treatment or punishment.
Operations	Functions, services and processes performed in pursuing the objectives or discharging the functions of an agency.
Outcomes	The results, impacts or consequence of actions by an agency on the Australian community.
Outputs	The goods or services produced by agencies on behalf of government for external organisations or individuals. Outputs include goods and services produced for other areas of government external to an agency.

**P**

Pacific Disability Forum	The peak non-government organisation in the Pacific which represents Pacific Islanders with disabilities, their rights and entitlements. Its purpose is to promote and facilitate Pacific regional cooperation on disability-related concerns for the benefit of people with disabilities.
Permanent Forum	United Nations Permanent Forum on Indigenous Issues – An advisory body to the United Nations Economic and Social Council with a mandate to discuss indigenous issues related to economic and social development, culture, the environment, education, health and human rights.

**R**

RAP	Reconciliation Action Plan – A self-generated plan that helps organisations build positive relationships between Indigenous and non-Indigenous people, through engagement within their sphere of influence, in the national effort to close the gap in life expectancy between Indigenous and other Australians.
REX	Regional Express Airways
RMIT	Royal Melbourne Institute of Technology University
RSS	Really Simple Syndication – a means of distributing changing web content to different users and other websites e.g., distributing news headlines.

**S**

SES	Senior Executive Service
SMS	Short message service – text messaging on a mobile telephone.
Sex files	Sex files: the legal recognition of sex in documents and government records (the Sex and gender diversity project).
Service charter	Public statements about the service that a department or agency will provide.

**T**

TTY	Text Telephone – a special device that lets people who are deaf, hearing impaired, or speech-impaired use the telephone to communicate, by allowing them to type messages back and forth to one another, instead of talking and listening.
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**U**

UN	The United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNPFII	United Nations Permanent Forum on Indigenous Issues
Unique visits	The presence in a website of a user with a specific IP address who has not visited the site recently (typically, anytime within the past 30 minutes). The number of these user sessions (unique visits) per day is one measure of how much traffic a website has. A user who visits a site at noon and then again at 3:30 pm would count as two user visits.

Universal Declaration of Human Rights	Adopted unanimously by the members of the United Nations on 10 December 1948, the Universal Declaration is the foundation on which much international law has been based. It sets out the fundamental rights of all people, including the right to life; freedom from slavery, torture and arbitrary arrest; freedom of thought, opinion and religion; the right to a fair trial and equality before the law; the right to work and education; and the right to participate in the social, political and cultural life of one's country.
UTS	University of Technology Sydney
<b>W</b>	
W3C	World Wide Web Consortium
WAI	Web Accessibility Initiative
WCAG	Web Content Accessibility Guidelines
Workplace diversity	The central principle of workplace diversity is the creation of workplaces free from discrimination, harassment and bullying.
<b>Y</b>	
Yogyakarta Principles	Adopted in March 2007, these Principles provide guidance on the application of international human rights law in relation to sexual orientation and gender identity. The Principles affirm binding international legal standards with which all states must comply.



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# *Australian Human Rights Commission*

*Annual Report 2008-09*



**Australian  
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