

## Disability Service Plan Progress Reporting Template – 2020-21

### DEPARTMENT OF STATE DEVELOPMENT, INFRASTRUCTURE, LOCAL GOVERNMENT AND PLANNING<sup>1</sup>

#### INTERIM DISABILITY SERVICE PLAN PROGRESS REPORT – 1 JULY 2020 TO 30 JUNE 2021

#### WHOLE-OF-GOVERNMENT ACTIONS (as detailed in All Abilities Queensland – Queensland Government Actions)

Action <i>All Abilities Queensland commitments for 2017-2020</i>	Action success measure <i>How we know we have completed these actions and activities</i>	Interim plan 2020-21 products/activities <i>Agency-specific products or activities to support this action (for the period 1 July 2020 to 30 June 2021)</i>	Progress/achievements <i>What we did in the period 1 July 2020 to 30 June 2021 to ensure success measures are addressed</i>	Status
Support national communication strategies and activities to promote the <i>National Disability Strategy 2010–2020</i> (AAQ whole-of-government, DSDSATSIP lead).	<ul style="list-style-type: none"> <li>Queensland promotes the principles and objectives of the National Disability Strategy, and participates and contributes to strategies, campaigns and other activities.</li> </ul>	<ul style="list-style-type: none"> <li>The department will continue to support national communication strategies and activities.</li> </ul>	<ul style="list-style-type: none"> <li>This action was completed in 2018–19. The department has continued to support national communication strategies and activities since.</li> </ul>	Completed
Queensland Government Ministers act as champions with business, industry and organisational partners within their portfolio to raise awareness of disability and build partnerships and opportunities (AAQ whole-of-government, DSDSATSIP lead).	<ul style="list-style-type: none"> <li>Information pack provided to Ministers to support development of partnerships.</li> </ul>	<ul style="list-style-type: none"> <li>The department will continue to:                             <ul style="list-style-type: none"> <li>ensure all communication strategies align, where relevant, align to the principles and objectives of the State Disability Plan</li> <li>promote inclusiveness and creation of opportunities by Queensland businesses, industries and partners.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>This action was completed in 2018–19. The department has continued to ensure all relevant communication strategies align to the principles and objectives of the State Disability Plan and promote inclusiveness.</li> </ul>	Completed
Investigate and develop options to provide disability awareness training to Queensland Government frontline staff and to incorporate disability awareness training into Queensland Government induction programs (AAQ whole-of-government, DSDSATSIP lead).	<ul style="list-style-type: none"> <li>Disability awareness training is made available to all existing staff, and new staff upon commencement.</li> </ul>	<ul style="list-style-type: none"> <li>The department will continue to:                             <ul style="list-style-type: none"> <li>make disability awareness training available to all existing staff, and new staff upon commencement</li> <li>review and assess disability awareness training to ensure they remain relevant and fit-for-purpose.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Queensland Disability and Awareness training available in ELMO (Learning and Talent Management System). All employees encouraged to complete.</li> <li>All new starters to the department receive an auto-email notification requesting completion of a suite of induction modules through ELMO (Learning and Talent Management System). This suite of modules includes the Queensland Disability Awareness training module.</li> </ul>	Completed  Completed
Encourage Local Governments, non-government organisations and businesses to develop disability access and inclusion plans and use processes to engage with people with disability in the design and delivery of services (AAQ whole-of-government, DSDSATSIP lead).	<ul style="list-style-type: none"> <li>Letters sent to all Local Governments and key non-government stakeholders.</li> <li>Information to support Local Governments, non-government organisations and businesses to develop plans provided on dedicated website.</li> </ul>	<ul style="list-style-type: none"> <li>This is outside of the scope of the department. However, the department will continue to ensure all communication strategies, where relevant, align to the principles and objectives of the State Disability Plan to promote inclusiveness and access.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	
Access for people with disability is improved by considering the needs of people with disability when buildings and venues used by the Queensland Government are refurbished or leases renewed and where possible in choosing venues for Queensland Government run events and meetings (AAQ whole-of-government, DSDSATSIP lead).	<ul style="list-style-type: none"> <li>Guidance provided to staff about how to choose an accessible venue for an event or meeting.</li> </ul>	<ul style="list-style-type: none"> <li>The department will continue to provide information to enable departmental staff to choose accessible venues for events and meetings.</li> </ul>	<ul style="list-style-type: none"> <li>This action was completed in 2018–19. The department has continued to provide information on choosing accessible venues.</li> </ul>	Completed
Work towards ensuring all Queensland Government information is accessible and provided in multiple formats (AAQ whole-of-government, DSDSATSIP lead).	<ul style="list-style-type: none"> <li>All new key Queensland Government information/materials are provided in accessible formats.</li> <li>Existing content progressively reviewed and updated.</li> </ul>	<ul style="list-style-type: none"> <li>The department will continue to ensure its information is accessible, reviewed and updated.</li> </ul>	<ul style="list-style-type: none"> <li>This action was completed in 2018–19. The department has continued to ensure its information is accessible, reviewed and updated.</li> </ul>	Completed
Government policies require Queensland Government websites to meet contemporary Australian Web Content Accessibility Guidelines. Work continues to be undertaken to provide	<ul style="list-style-type: none"> <li>All new key website content is accessible and complies with guidelines.</li> <li>Increase in the number of government websites that meet guidelines.</li> </ul>	<ul style="list-style-type: none"> <li>The department will continue to:                             <ul style="list-style-type: none"> <li>make available various communication platforms (e.g. video conferencing, Skype, Teams)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>This action was completed in 2018–19. The department has continued to make available various communication platforms, comply with national government web content accessibility</li> </ul>	Completed

<sup>1</sup> Following Machinery-of-Government changes effective from 12 November 2020, the former Department of Local Government, Racing and Multicultural Affairs (DLGRMA) became the Department of State Development, Infrastructure, Local Government and Planning (DSDILGP). The Office of the Coordinator-General, the functions of Local Government, Infrastructure and Economic Resilience, Planning, State Development and Economic Development Queensland became part of DSDILGP. From the former-DLGRMA, the Multicultural Affairs function moved to the Department of Children, Youth Justice and Multicultural Affairs and the Racing function moved to the renamed Office of Racing.

Action <i>All Abilities Queensland commitments for 2017-2020</i>	Action success measure <i>How we know we have completed these actions and activities</i>	Interim plan 2020-21 products/activities <i>Agency-specific products or activities to support this action (for the period 1 July 2020 to 30 June 2021)</i>	Progress/achievements <i>What we did in the period 1 July 2020 to 30 June 2021 to ensure success measures are addressed</i>	Status
transcripts and/or captions are available for newly created time-based media (i.e. pre-recorded video/audio) <b>(AAQ whole-of-government, DHPW support)</b> .		<ul style="list-style-type: none"> <li>– comply with national government web content accessibility guidelines (WCAG 2.0)</li> <li>– implement (as required) assistive services for staff with a disability.</li> </ul>	guidelines and implement (as required) assistive services for staff with a disability.	
Promote uptake of the Companion Card Program by businesses, including Queensland Government venues and events <b>(AAQ whole-of-government, DSDSATSIP lead)</b> .	<ul style="list-style-type: none"> <li>• Number of businesses, offering the Companion Card Scheme.</li> </ul>	<ul style="list-style-type: none"> <li>• This is outside of the scope of the department. However, the department will continue to be guided by the principles and objectives of the State Disability Plan to promote inclusiveness and access.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A.</li> </ul>	
Work towards ensuring all Queensland Government legislation, policies and programs are consistent with national commitments under international conventions, consider the needs or interests of people with disability and carers and promote and uphold the human rights of people with disability <b>(AAQ whole-of-government, DSDSATSIP lead)</b> .	<ul style="list-style-type: none"> <li>• New Queensland Government legislation, policies and programs demonstrate they have considered the needs of people with disability and carers in development and implementation.</li> </ul>	<ul style="list-style-type: none"> <li>• The department will continue to consider: <ul style="list-style-type: none"> <li>– the needs of people with disability during development, monitoring and evaluation of legislation, policies, programs and services</li> <li>– the principles and objectives of the State Disability Plan to promote inclusiveness and access.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• This action was completed in 2018–19. The department as continued to consider the needs of people with a disability during development, monitoring and evaluation of legislation, policies, programs and services.</li> </ul>	Completed
Government services and funded non-government services provide access to language, translating and communication services <b>(AAQ whole-of-government, Department of Local Government, Racing and Multicultural Affairs (DLGRMA) lead)</b> .	<ul style="list-style-type: none"> <li>• Language, translating and communication services are available to Queenslanders with disability when accessing Queensland Government provided and funded services.</li> </ul>	<ul style="list-style-type: none"> <li>• The department will continue to provide telephone translation or interpreting services for people with disability to access, on request.</li> </ul>	<ul style="list-style-type: none"> <li>• This action was completed in 2018–19. The department has continued to provide telephone or interpreting services for people with a disability as requested.</li> </ul>	Completed
Implement strategies to reach the Queensland Government target that, by 2022, eight per cent of the Queensland Public Sector workforce will be people with disability, across attraction, recruitment, retention and career progression and development, for example flexible work practices and inclusion of people with disability in the government employer brand <b>(AAQ whole-of-government, Public Service Commission (PSC) lead)</b> .	<ul style="list-style-type: none"> <li>• The proportion of people with disability employed in the Queensland Public Sector workforce increases towards eight per cent by 2022.</li> </ul>	<ul style="list-style-type: none"> <li>• The department will continue to: <ul style="list-style-type: none"> <li>– continue to uphold legislative obligations in relation to anti-discrimination and as an equal opportunity employer</li> <li>– promote participation in online unconscious bias training encouraging staff to consider impact upon their policy decisions and approaches</li> <li>– continue to undertake reasonable adjustments to meet individual needs as required and support through a 'reasonable adjustment passport'</li> <li>– review recruitment practices to ensure accessibility for people with a disability.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• The Department made available in the last quarter of 2019 an online training module (ELMO) 'Managing Unconscious Bias'. This course relays the importance for staff members to recognise and deal with their own unconscious biases so that they do not influence their behaviours and decisions at work.</li> <li>• In February 2020, the department promoted and participated in face-to-face training for Unconscious Bias training.</li> <li>• Continued to uphold legislative obligations in relation to anti-discrimination and as an equal opportunity employer.</li> <li>• Continued to promote and use the department's 'reasonable adjustment passport'.</li> </ul>	Completed  Completed  Completed  Completed
Promote information, resources and examples of the benefits to businesses of employing people with disability, the assistance available, how to make recruitment and employment process more accessible to improve opportunities for people with disability to participate in employment <b>(AAQ whole-of-government, DSDSATSIP lead)</b> .	<ul style="list-style-type: none"> <li>• Information, resources and good practice case studies uploaded to the dedicated website.</li> </ul>	<ul style="list-style-type: none"> <li>• The department will continue to: <ul style="list-style-type: none"> <li>– ensure links are available to access DSDSATSIP website and published materials</li> <li>– prepare and publish, as appropriate, departmentally specific information and resources.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Departmental intranet site is updated to include appropriate departmental information, including links to DCDSS website and published materials.</li> <li>• Partnership with JobAccess was established. This includes implementation of recruitment and selection practices from the review conducted in the last quarter of 2019.</li> </ul>	Completed  Completed
Work with the National Disability Insurance Agency to provide a smooth transition to the National Disability Insurance Scheme <b>(AAQ whole-of-government, DSDSATSIP lead)</b> .	<ul style="list-style-type: none"> <li>• All existing eligible clients transition and access services through the NDIS by 30 June 2019<sup>2</sup>.</li> </ul>	<ul style="list-style-type: none"> <li>• This is outside of the scope of the department. However, the department will continue to ensure all communication strategies, where relevant, align to the principles and objectives of the National Disability Strategy and State Disability Plan to promote inclusiveness and access.</li> </ul>	<ul style="list-style-type: none"> <li>• This action was completed in 2018–19. The department has continued to ensure all communication strategies, where relevant, align to the principles and objectives of the National Disability Strategy and State Disability Plan to promote inclusiveness and access.</li> </ul>	Completed
Consultation and engagement processes are offered in a range of ways, including the use of technology, which maximise the participation opportunities for	<ul style="list-style-type: none"> <li>• Increased participation of people with disability in consultation.</li> <li>• Options for engagement promoted.</li> </ul>	<ul style="list-style-type: none"> <li>• The department will continue to: <ul style="list-style-type: none"> <li>– make available various communication platforms (e.g. video conferencing, Skype, Teams)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• This action was completed in 2018–19. The department has continued to make available various communication platforms, comply with national government web content accessibility</li> </ul>	Completed

<sup>2</sup> *Bilateral Agreement between the Commonwealth of Australia and Queensland on the National Disability Insurance Scheme takes effect from 1 July 2020*

<b>Action</b> <i>All Abilities Queensland commitments for 2017-2020</i>	<b>Action success measure</b> <i>How we know we have completed these actions and activities</i>	<b>Interim plan 2020-21 products/activities</b> <i>Agency-specific products or activities to support this action (for the period 1 July 2020 to 30 June 2021)</i>	<b>Progress/achievements</b> <i>What we did in the period 1 July 2020 to 30 June 2021 to ensure success measures are addressed</i>	<b>Status</b>
people with disability their families and carers <b>(AAQ whole-of-government, DSDSATSIP lead)</b> .		<ul style="list-style-type: none"> <li>– comply with national government web content accessibility guidelines (WCAG 2.0)</li> <li>– implement (as required) assistive services for staff with a disability.</li> </ul>	guidelines and implement (as required) assistive services for staff with a disability.	
Queensland Government agencies consult with people with disability when either developing a Disability Service Plan or implementing Disability Service Plan actions <b>(AAQ whole-of-government, DSDSATSIP lead)</b> .	<ul style="list-style-type: none"> <li>• Queensland Governments Disability Service Plans 2017-2020 include details of consultation with people with disability or details of consultation with people with disability in the implementation of actions is reflected in reporting.</li> </ul>	<ul style="list-style-type: none"> <li>• The department will continue to ensure all communication strategies (including consultation activities), where relevant, align to the principles and objectives of the National Disability Strategy and State Disability Plan to promote inclusiveness and access.</li> </ul>	<ul style="list-style-type: none"> <li>• This action was completed in 2018–19. The department has continued to ensure all communication strategies, where relevant, align to the principles and objectives of the National Disability Strategy and State Disability Plan to promote inclusiveness and access.</li> </ul>	Completed
Existing leadership programs are accessible and inclusive of Queenslanders with disability <b>(AAQ whole-of-government, DSDSATSIP lead)</b> .	<ul style="list-style-type: none"> <li>• Application and assessment processes for Queensland Government leadership programs are accessible.</li> <li>• Participant demographics for Queensland Government leadership programs are representative of the community.</li> </ul>	<ul style="list-style-type: none"> <li>• The department will continue to ensure all internally delivered leadership development programs are accessible in several formats (e.g. videos produced with captioning; use of interpreters where appropriate; able to be undertaken online; etc.) and able to be targeted to meet circumstances of participants.</li> </ul>	<ul style="list-style-type: none"> <li>• All internally delivered leadership development programs have been and continue to be made available in multiple formats and take into consideration 'all abilities' participants. Examples include closed captions, interpreters, ease of accessibility, face to face training, webinar sessions and other bespoke options upon request / need.</li> </ul>	Completed
Promote inclusion of people with disability on State Government boards, steering committees and advisory bodies to foster 'change from within' <b>(AAQ whole-of-government, DSDSATSIP lead)</b> .	<ul style="list-style-type: none"> <li>• Application and appointment processes for Queensland Government boards, steering committees and advisory bodies are accessible to Queenslanders with disability.</li> </ul>	<ul style="list-style-type: none"> <li>• The department will continue to uphold the principles of anti-discrimination and equal opportunity to promote inclusion of people with a disability on all agency boards, steering committees and advisory bodies. This includes, but is not limited to, the management and treatment of individuals based on their merits throughout the selection, duration and completion of their appointment.</li> </ul>	<ul style="list-style-type: none"> <li>• The department undertakes recruitment processes for its boards, steering committees and advisory boards promoting diversity, equal opportunity and inclusiveness.</li> </ul>	Completed

## DEPARTMENT OF STATE DEVELOPMENT, INFRASTRUCTURE, LOCAL GOVERNMENT AND PLANNING

### INTERIM DISABILITY SERVICE PLAN PROGRESS REPORT – 1 JULY 2020 TO 30 JUNE 2021

#### DEPARTMENT SPECIFIC ACTIONS (as detailed in All Abilities Queensland – Queensland Government Actions)

Action <i>All Abilities Queensland commitments for 2017-2020</i>	Action success measure <i>How we know we have completed these actions and activities</i>	Interim plan 2020-21 products/activities <i>Agency-specific products or activities to support this action (for the period 1 July 2020 to 30 June 2021)</i>	Progress/achievements <i>What we did in the period 1 July 2020 to 30 June 2021 to ensure success measures are addressed</i>	Status
Include additional guidance in Economic Development Queensland (EDQ) guidelines for accessible housing to promote liveable housing design in new dwellings in Priority Development Areas (PDAs) and in PDAs where EDQ is the developer ( <b>Department of State Development, Manufacturing, Infrastructure and Planning (DSDMIP)</b> ).	<ul style="list-style-type: none"> <li>Incorporate accessible housing design in new dwellings in PDAs.</li> </ul>	<ul style="list-style-type: none"> <li>Finalise the review of the EDQ guidelines. It is intended that the revised guidelines will refer to the Liveable Housing Design Guidelines.</li> </ul>	<p>EDQ guidelines remain under review as part of a broader scope of work.</p> <p>However, EDQ promotes the delivery of accessible housing in Priority Development Areas (PDA) through existing <i>PDA guideline no.2 Accessible Housing</i>. Where appropriate, the requirement to deliver accessible housing is implemented via PDA conditions of approval.</p>	Ongoing

#### QUEENSLAND GOVERNMENT'S COVID-19 DISABILITY RECOVERY ACTION PLAN – 1 JULY 2020 TO 30 JUNE 2021

Action <i>COVID-19 plan commitments for 2020-21</i>	DSDSATSIP activities	Department activities <i>Agency-specific products or activities to support this action (for the period 1 July 2020 to 30 June 2021)</i>	Progress/achievements <i>What we did in the period 1 July 2020 to 30 June 2021 to ensure success measures are addressed</i>	Status
Use expert advisors and Ministerial Councils to confirm and prioritise areas for action on systemic issues and modifiable risks during active COVID-19, and also to inform the recovery phase ( <b>DSDSATSIP lead</b> )	<ul style="list-style-type: none"> <li>Gather evidence on the economic impacts of COVID-19 on People with a Disability (PwD):                             <ul style="list-style-type: none"> <li>employment/unemployment rates (change compared to general population) and potential for re-employment</li> <li>any disproportionate impact of disrupted education on children with disability and any special needs now required to help get back on-track</li> <li>cost of living impacts particular to PwD during COVID-19 and financial support required.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>This is outside of the scope of the department. However, the department will contribute to DSDSATSIP activities as required to support delivery of this action.</li> </ul>	<ul style="list-style-type: none"> <li>The department contributed to DSDSATSIP activities as required for this action.</li> </ul>	Ongoing
Work with disability experts to develop communication and resources tailored to the needs of people with disability during the active and recovery phases of COVID-19 ( <b>DSDSATSIP lead</b> )	<ul style="list-style-type: none"> <li>Translate Commonwealth and Queensland roadmaps to practical guidance on how and when restrictions will be lifted.</li> <li>Generate communication campaign to encourage PwD to safely re-engage with community and regular activities.</li> <li>Work with Queensland Government agencies on any interim COVID-19 specific updates required to their DSPs.</li> </ul>	<ul style="list-style-type: none"> <li>The department has updated its DSP (this plan) to incorporate any COVID-19 updates.</li> <li>The department will contribute to DSDSATSIP activities as required to support delivery of the remainder of this action.</li> </ul>	<ul style="list-style-type: none"> <li>The department published an updated, interim COVID-19 disability recovery action plan 2020-21.</li> </ul>	Ongoing
Identify actions to assist sector to respond to easing of the Public Health Directions (PHD) and assess the client and community impacts ( <b>DSDSATSIP lead</b> )	<ul style="list-style-type: none"> <li>Translate and prepare guidance for the disability sector on both the timing and implication for service delivery of restrictions being eased under the PHDs.</li> <li>Support the Disability Sector to develop COVID-Safe Plan/s.</li> <li>Capture learnings from the disability sector of successful changes made to modes of service delivery during COVID-19, for promotion to the sector and inclusion in business continuity plans (BCP).</li> </ul>	<ul style="list-style-type: none"> <li>The department will take learnings from the disability sector of successful changes made to modes of service delivery to be incorporated into BCPs.</li> <li>The department will contribute to DSDSATSIP activities as required to support delivery of the remainder of this action.</li> </ul>	<ul style="list-style-type: none"> <li>The department incorporated learnings into BCPs as required.</li> </ul>	Ongoing

<b>Action</b> <i>COVID-19 plan commitments for 2020-21</i>	<b>DSDSATSIP activities</b>	<b>Department activities</b> <i>Agency-specific products or activities to support this action (for the period 1 July 2020 to 30 June 2021)</i>	<b>Progress/achievements</b> <i>What we did in the period 1 July 2020 to 30 June 2021 to ensure success measures are addressed</i>	<b>Status</b>
Engage disability peaks to deliver tailored new COVID-19 related programs, resources and services to help support the Disability Sector, including NDIS service providers <b>(DSDSATSIP lead)</b>	<ul style="list-style-type: none"> <li>Engage disability peak and representative bodies to translate DSDSATSIP messaging about COVID-19 recovery into accessible formats and distribute – including some guidance on what a COVID-Safe Plan should include for services broadly.</li> </ul>	<ul style="list-style-type: none"> <li>This is outside of the scope of the department. However, the department will contribute to DSDSATSIP activities as required to support delivery of this action.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	
Advocate to the Commonwealth for support programs tailored to identified and anticipated needs in the Queensland sector <b>(DSDSATSIP lead)</b>	<ul style="list-style-type: none"> <li>Capture, prepare supporting evidence and promote the recovery needs of the Queensland Disability Sector to the Commonwealth, incorporating analysis of regional need and service type.</li> <li>Promote the intention and benefits of the Commonwealth NDIS Workforce Strategy to the Queensland Disability Sector.</li> </ul>	<ul style="list-style-type: none"> <li>This is outside of the scope of the department. However, the department will contribute to DSDSATSIP activities as required to support delivery of this action.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	
Promote opportunities for the sector to access financial support programs provided by governments <b>(DSDSATSIP lead)</b>	<ul style="list-style-type: none"> <li>Research Commonwealth and Queensland subsidies and supports available to the Disability Sector and assemble easy to understand information.</li> <li>Promote the available subsidies to the Queensland Disability Sector through all available channels.</li> </ul>	<ul style="list-style-type: none"> <li>This is outside of the scope of the department. However, the department will contribute to DSDSATSIP activities as required to support delivery of this action.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	
Monitor and quantify any NDIS savings from COVID-19 underutilisation <b>(DSDSATSIP lead)</b>	<ul style="list-style-type: none"> <li>Analyse available data and model future savings for the Commonwealth resulting from COVID-19.</li> </ul>	<ul style="list-style-type: none"> <li>This is outside of the scope of the department. However, the department will contribute to DSDSATSIP activities as required to support delivery of this action.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	
Advocate for reinvestment of any underutilised NDIS funds during COVID-19 in the Queensland sector <b>(DSDSATSIP lead)</b>	<ul style="list-style-type: none"> <li>Develop advocacy plan identifying available forums and approaches for pursuing the investment of any Commonwealth NDIS savings in the Queensland Disability Sector and for the benefit of PwD.</li> </ul>	<ul style="list-style-type: none"> <li>This is outside of the scope of the department. However, the department will contribute to DSDSATSIP activities as required to support delivery of this action.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	