



# Person with Disability Inclusion and Accessibility Policy

January, 2022

Addis Ababa, Ethiopia

## Purpose of the Policy:

The purpose of this document is to outline Positive Action for Development (PAD) commitment to protect, promote and uphold the human rights and fundamental freedoms of persons with disabilities in accordance with its basic principles of inclusion for all human being regardless of its physical impairment. POSTIVE ACTION FOR DEVELOPMENT (PAD)'s disability inclusion policy demonstrates this commitment and articulates how inclusion will be prioritized and operationalized across all its programs that PAD supports, and in our workplace. POSTIVE ACTION FOR DEVELOPMENT (PAD) commits to ensuring all people, including persons with disabilities are equally able to access information and to decide to be a PAD's supporter.

This policy applies to all personnel of POSTIVE ACTION FOR DEVELOPMENT (PAD), including:

- its Board members,
- its employees (permanent, casual and contracted employees and volunteers), and - its contractors and personnel of partner organizations.

## Who the Policy applies to:

		Applicable?	Extent of application:
Our Board members (any person who is a member of our Board of Directors)		Yes	-
Our employees:	Permanent	Yes	-
	Casual	Yes	-
	Fixed term contract employees	Yes	-
	Secondees	Yes	-
Volunteers		Yes	-
Agency staff (eg. temporary staff assigned by an agency to POSTIVE ACTION FOR DEVELOPMENT (PAD))		Yes	-
Consultants*, whether individuals or organizations (eg. evaluators)		Yes	-
Service or goods providers (that is, suppliers of goods or services to us), whether individuals or organizations* (eg. print and mail house service providers, professional advisors)		No	-

Our partner organizations* (eg. other NGOs)	Yes	-
Our supporters	No	
Other:		

\*Also includes the people who work for them including any of their board member, employee, consultant, etc.

## Authority and Responsibility for the Policy and the related Standards, Procedures & Guidelines:

The Senior Leader listed as the **Leadership Owner** of the Policy has:

- the overall responsibility for the Policy including that those listed in the table below exercise their responsibilities and authorities as set out below; and
- the particular responsibility of ensuring that the Policy is reviewed according to the frequency and by the deadline applicable.

The following table sets out for the actions listed, those:

- with the responsibility to *recommend* the action (including to report about an incident in the case of incidents);
- who are to be *consulted* about the action;
- those who have the authority to *decide* (including approve) the action; and
- those with the responsibility and authority to *perform* (which means taking all actions necessary) for the action overall.

	<b>Implementing the Policy and the related standards, procedures and guidelines:</b>	<b>Amending the Policy:</b>	<b>Amending the related standards, procedures and guidelines:</b>	<b>Responding to and dealing with incidents (including non-compliance):</b>
<b>Recommend</b>	Not applicable	Anyone	Anyone	Anyone
<b>Consult</b>	PAD's Disability focal	PAD's Disability focal	PAD's Disability focal	PAD's Disability focal

<b>Decide*</b>	Executive Director	Executive Director	Executive Director	Executive Director
<b>Perform</b>	Executive Director	Executive Director	Executive Director	Executive Director

*\* Where the Policy is a Board policy, any amendments to the Policy must be considered and approved by the Board. Please liaise with the Company Secretary in relation to the process to be taken for this.*

### **The Policy:**

- POSTIVE ACTION FOR DEVELOPMENT (PAD) is committed to and fully supports disability inclusion in all operational areas of the organization
- POSTIVE ACTION FOR DEVELOPMENT (PAD) endorses the UN Convention on the Rights of Persons with Disabilities. We recognize that all adults and children, including those with disabilities, have the same and equal rights and value. Consistent with the spirit of the internationally recognised maxim 'Nothing About Us Without Us', we believe that the views, concerns, experiences and contributions of people living with disabilities should be taken into consideration in all matters, particularly those matters that directly or indirectly involve them or are of their concern.
- POSTIVE ACTION FOR DEVELOPMENT (PAD) also understands that the most significant cause of disability is attitudinal, environmental and institutional barriers (including stigma and discrimination) rather than individual impairment.
- POSTIVE ACTION FOR DEVELOPMENT (PAD) promotes a twin track approach to disability inclusion in programming to ensure persons with disabilities are equally able to participate in and benefit from our development programs. We recognize that a twin track approach supports awareness, active participation, empowerment and comprehensive accessibility (attitudes, communication, accessibility and participation) as core principles of a rights-based approach to disability inclusive development.

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- POSTIVE ACTION FOR DEVELOPMENT (PAD) recognizes that persons with disabilities experience multiple and intersecting forms of discrimination such as those associated with gender-related discrimination, POSTIVE ACTION FOR DEVELOPMENT (PAD) adopts an intersection approach that promotes gender equality and disability inclusion with the same intentional effort.
- In recognizing that the rights of persons with disabilities can be hindered by attitudinal, institutional or environmental barriers that exist in society, we support twin track programs and initiatives that empower all community members, including those with disabilities, and transform negative social norms and practices. We advocate partnership with organizations, in particular Disabled People's Organizations (DPOs), and relevant authorities to raise awareness about the needs and capabilities of people living with disabilities and work together to remove barriers and obstacles to their full, equal, equitable and meaningful participation, empowerment and benefit from humanitarian assistance and development programmers.

To implement the Disability Inclusion Policy, Positive Action for Development (PAD) commits to:

- Ensure an inclusive, accessible and safe work environment for all employees, volunteers and collaborators. Intentional efforts will be made to provide reasonable accommodations to ensure workplace accessibility and equal opportunity to our premises, equipment or facilities, and perform the requirements of the assigned job or task.
- Ensure an environment for employees, volunteers or employment applicants that is free of discrimination in relation to all forms of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement and safe and healthy working conditions.
- Address, analyses and remove barriers to disability inclusion and provide comprehensive accessibility in all programs using the most vulnerable lens and applying twin track approach to inclusion.

- Promoting full, equitable and meaningful participation of persons with disabilities in the design, implementation, monitoring and evaluation of programs and projects, to help ensure equitable benefits to persons with disabilities;
- Include persons with disabilities and their representative organizations, DPOs, at the core of programming with full, equal and meaningful participation through the design, monitoring and evaluation of programs and projects.
- Engage and partner with representative community-based national and international Disabled People's Organizations (DPOs) to promote disability awareness and empowerment, and to advocate for the rights of persons with disability.
- Promote proportional representation of community members with disabilities in surveys and research, including promoting the disaggregation of data and/or situations into component parts, specifically for the population of community members with disabilities, to enable WV programs to address barriers to access rights and services.
- Conduct a self-assessment every two years to evaluate the fulfilment of our disability inclusion commitment and to develop, implement and review the standards, guidelines and practices that support this policy.

### **Standards, Procedures & Guidelines related to the Policy:**

The rights of persons with disabilities may be violated by attitudinal, institutional or environmental barriers that exist in society. We work to enable people to be treated with dignity, not pre-judged or portrayed as victims, incompetent, or in need of medical care. Language and images used in communications and in the words, actions and attitudes of PAD staff uphold the dignity of disabled people. Decisions, principles and goals set for PAD's programmes and projects apply to adults and children with or without disabilities. Management shall establish Partnership standards for inclusion of persons with disabilities.

POSTIVE ACTION FOR DEVELOPMENT (PAD).

- *Guidelines on Inclusion of Persons with Disabilities* refer to the UN Convention on the Rights of Persons with Disabilities and note WV's intentional alignment. The guidelines provided definitions, principles and programming guidance for all PAD offices.