

INF Australia DISABILITY INCLUSION POLICY

Version	4	Developed:	December 2018
Owner:	Board	Latest revision:n:	November 2019
Users:	INF Directors, Staff, Volunteers and Overseas Development Partners	Scheduled review date	November 2021

THIS POLICY COMPLIES WITH: United Nations Convention on the Rights of Persons with Disabilities, ANCP Manual, ACFID Code of Conduct

RELATED INF AUSTRALIA POLICIES: Partnership Policy

RELATED INF AUSTRALIA PRACTICE DOCUMENTS: Equal Opportunity Guidelines

1. INTRODUCTION

Australia and Nepal have both ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) which states that there is an inherent need to protect and promote the rights of people with a disability, ensure fundamental freedoms, ensure accessibility, value the evolving capacities of children with disabilities and respect their dignity. People with disabilities must be considered in all DFAT funded programs.

Disability can include “impairments, activity limitations and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations.”¹

Of the global population, it is estimated that approximately 15 per cent of people live with a disability (one billion people globally). People with a disability are amongst the poorest in developing nations and sadly comprise the world’s biggest and most disadvantaged minority. People living with a disability are often socially excluded which leads to increased levels of poverty because they are often unable to access education, unable to earn a living and powerless to participate in political life.

Addressing disability and the stigma attached to it has been a fundamental part of INF’s work in Nepal over the last 60 years.

2. POLICY

2.1. IN AUSTRALIA

Under Australian State and Federal legislation, discrimination is unlawful on the grounds of disability and impairment, both physical and intellectual.

¹ <http://www.who.int/topics/disabilities/en/>

INF Australia values diversity and aims to include all peoples with disability and ensure that the work we carry out is accessible to people with disability. INF Australia is a member of the Australian Disability and Development Consortium (ADDC).

2.2. THROUGH DEVELOPMENT PARTNERS

INF Australia views people with disability as people with “rights, who are capable of claiming those rights and making decisions for their lives based on their free and informed consent as well as being active members of society”.² INF Australia aims to achieve this in Nepal through encouraging its partners in the following main areas:

1. To employ an equal opportunity strategy in their own recruitment activities.
2. To collect and analyse disability data in the design and planning stages of any new project.
3. To be targeted in their programming to raise awareness of the causes of disability and the rights of people with disability in order to reduce the stigma attached to disability; and to provide medical rehabilitation and community based rehabilitation to people with disability to increase their meaningful participation in the community.
4. Support through advocacy and training, building disabled peoples networks and providing training in principles of advocacy in order to increase the opportunities for people with disabilities to attain their human rights.
5. Monitoring and evaluating disability focussed activities to ensure the best possible outcomes for people with disabilities.

2.3. MONITORING

INF Australia will monitor its work with people with disability and adherence to the UNCRPD through the following:

1. Project Visits.
2. Reviewing six monthly reports.
3. Evaluative activities which employ the use of a participation scale measuring the increase in participation levels of people with disabilities within their communities.
4. Use of disability inclusion checklist for baselines and annual project reviews.

REVISION HISTORY

Date	No	Summary of Changes	Section/s that changed	Authorised by:
June 2015	v2	New format	1.	INFA Board
October 2017	V3	Additions	Title, 2.2, 2.3.	INFA Board
December 2018	V4	Additions	2.1, 2.2, 2.3	INFA Board
November 2019	v5	Added point 4 to Monitoring	2.3	INFA Board

² ... //www.un.org/disabilities/default.asp?id=150