

1. INTRODUCTION

Stichting Health Action International (HAI) is committed to promoting a culture of inclusivity, diversity, and equal opportunities for all individuals, including those with disabilities.

This policy outlines HAI's approach to ensuring that people with disabilities are fully included in our programmes, activities, and workplace, and that we actively work to eliminate any barriers to participation or engagement.

Our aim is to make HAI a place where people with disabilities are welcomed, included, feel empowered to be themselves and have access to the support they need to thrive.

2. DEFINITION

At HAI we consider disability to include any person living with a long-term physical, mental, intellectual or sensory impairment, as per the UN Convention on the Rights of People with Disabilities. Moreover, we take an intersectional approach which considers how factors such as sex, age, gender identity, sexual orientation, religion, race, ethnicity and class will, among others affect the lived experiences, health and well-being of people with a disability.

HAI recognises 1958 ILO convention (111) on discrimination in the workplace, the 1983 ILO convention (159) on the employment of persons with disabilities, the UN convention on the rights of persons with disabilities (2006) and the WHO Policy on Disability (2020).

3. SCOPE

This policy applies to all employees, volunteers, stakeholders, and partners of HAI, and covers all aspects of our operations, including recruitment, training, programme development, communication, and events.

4. COMMITMENTS

Our Disability Inclusion policy is aimed at elevating disability and promoting action both internally and externally with our implementing partners, to improve the lives of people living with disabilities and those who care for them.

We will consider disability and accessibility in all the business- and people-related decisions we make in recruitment, programme development and in fostering an environment that supports people with disabilities.

We will do this through:

a) Commitment to Equal Opportunity

HAI is dedicated to providing equal opportunities for individuals with disabilities in all areas of our organisation. We recognise that disability is a natural part of human diversity and that everyone, regardless of their abilities, should have the opportunity to contribute meaningfully to our work.

We are committed to providing reasonable accommodations for employees, volunteers, and partners with disabilities to ensure they can fully participate in our programmes, activities, and work environment.

We will ensure that all HAI recruitment and hiring practices are free from discrimination and that job applicants with disabilities are given the same consideration as others.

b) Accessible Programmes and Services

HAI is committed to making our programmes and services accessible to individuals with disabilities. This includes:

- Reviewing and modifying programme materials, events, and activities to ensure they are accessible to people with a range of disabilities (e.g., physical, sensory, cognitive, and mental health conditions).
- Ensuring that HAI's website, digital platforms, and other communication tools are accessible, including making text content available in alternative formats (e.g., screen reader-compatible text, captioned videos, etc.).
- Providing accessible transportation, facilities, and meeting spaces whenever possible, and ensuring physical environments meet accessibility standards.

c) Awareness and Training

HAI will provide ongoing training and development to colleagues, volunteers, and programme partners as necessary to raise awareness about disability issues and foster an inclusive workplace and environment.

d) Reasonable Accommodation

HAI recognises that employees, volunteers, or programme participants with disabilities may require adjustments or accommodation to fully participate in the workplace or programme activities. We are committed to providing reasonable accommodations, including but not limited to:

- Adjustments to workspaces or tools
- Modifications to work schedules or duties, where necessary, to enable employees to fulfil their roles.
- Support for communication needs, such as sign language interpreters or captioning services.

Requests for accommodations will be handled with sensitivity, respect, and in compliance with applicable laws and best practices.

e) Non-Discrimination

HAI strictly prohibits discrimination on the basis of disability. This includes, but is not limited to:

- Discrimination in hiring, promotion, or employment practices.
- Harassment, bullying, or marginalisation based on disability status.
- Failure to provide reasonable accommodations or modifications that would enable individuals with disabilities to participate fully in programmes or activities.

Any complaints of discrimination will be taken seriously, investigated thoroughly, and addressed promptly to ensure that all individuals are treated with dignity and respect.

f) Engagement and Feedback

HAI actively seeks feedback from individuals with disabilities to improve our practices and ensure that our programmes, services, and facilities meet their needs. This includes:

- Regular consultations with disability advocacy groups, staff, and programme participants to assess barriers and identify areas for improvement.
- Accessible mechanisms in place for employees, volunteers, and participants to provide feedback or raise concerns about accessibility or discrimination. (see [HAI Complaints Procedure](#))

5. MONITORING AND EVALUATION

HAI will regularly review and monitor the effectiveness of this policy, including:

- Evaluating the accessibility of HAI programmes and services, identifying areas for improvement, and implementing necessary changes.
- Tracking and reporting on disability inclusion efforts and outcomes, ensuring that our practices remain aligned with legal requirements and best practices.

6. ACCOUNTABILITY

HAI's leadership team is responsible for ensuring that this policy is implemented and upheld throughout the organisation. All colleagues and partners are expected to contribute to a culture of inclusivity, respect, and accessibility in their roles.

7. CONCLUSION

Health Action International strives to be a leader in creating a diverse and inclusive environment, where individuals with disabilities have an equal opportunity to contribute, thrive, and succeed. Through this policy, we reaffirm our commitment to removing barriers and fostering an accessible, supportive, and respectful environment for all.

This policy will be reviewed regularly to ensure it remains relevant and effective in meeting the needs of all individuals within the HAI community. This policy must be read in line with HAI's other policies and procedures.

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