We build **strength, stability,** and **self-reliance** *through* **shelter.**

Disability Policy

Policy Title	Disability Policy IPP007		
Unit	International Program, Habitat for Humanity Australia		
Version	Version 4.0		
Authorised by	Board of Directors		
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Introduction

HFHA adopts a disability-inclusive approach that seeks to identify and address barriers that prevent people with disabilities (PWD) from participating in and benefitting from development. This approach recognises that like all members of society, people with disabilities are both beneficiaries and agents of development. PWD are people who have short or long-term physical, intellectual, psychosocial or sensory impairment. PWD face various physical, institutional and attitudinal barriers which affect their ability to access services such as health care, education and employment. These barriers may hinder their full and effective participation in society and their communities. The World Bank and World Health Organization, World Report on Disability 2011 estimated that PWD make up 15% of the global population and 20% of people living in developing countries. The United Nations Enable, *Factsheet on Persons with Disabilities 2015* indicates that 80% of PWD live in developing countries.

HFHA recognises that in many places, the rights and requirements of people with disabilities are not acknowledged and that they may be passively or actively discriminated against and excluded from full and equal participation in society. HFHA aims to protect the rights and needs of PWD and promote equal opportunities. All HFHA projects aim to provide local PWD with the same rights, dignity, opportunities and support as other members of the community by enabling them to actively participate in the design and implementation of HFHA projects. HFHA's Disability Policy is guided by the UN Convention on the Rights of Persons with Disabilities and Australian legislation regarding Equal Employment.

Purpose

The purpose of this Policy is to commit HFHA program activities to being inclusive of PWDs and that PWDs guide project design to protect their rights and meet their needs.

Policy Statement

HFHA will encourage, respond to and support initiatives that:
- Ensure people with disabilities are treated with respect and as equal members of their workplace, local community or volunteer team.
- Ensure the active inclusion and participation of people with disabilities in HFHA development program and activities.
- Ensure that people with disabilities have equitable access to infrastructure interventions, including housing and water and sanitation facilities.
- Recognise that people with disabilities are entitled to the same rights, dignity and opportunities as other members of their workplace, local community, or volunteer team.

- Recognise people with disabilities as capable members of society who can make active and valued contributions to their workplace, local community, or volunteer team.
- Increase community support for the rights of people with disabilities by ensuring that their issues, concerns and inputs are included in HFHA's project design and development process.
- Support people with disabilities to improve their quality of life by promoting and improving access to the same opportunities for participation, contribution, decision making, and social and economic well-being as others.
- Actively promote and support community engagement that link people with people regardless of disability, age, race, religion or gender.

Policy in Practice

HFHA will ensure that:
- HFHA is an open, accessible and inclusive organisation and supports the HFHI Diversity, Equity and Inclusion Policy. HFHA practices within the Australian government's Equal Opportunity and Diversity guidelines and encourages the application of people with disabilities in staff recruitment and for participation in volunteering opportunities.
- Wherever possible, specific requirements for staff and volunteers with disabilities will be implemented to enable them to perform their tasks effectively.
- Issues and priorities of people with disabilities (and their caregivers if applicable) are included in situational analyses and project design of all HFHA programs.
- Additional and adequate time and resources are allocated to projects that involve people with disabilities to enable their participation in project design and implementation.
- Homes and water and sanitation facilities from HFHA programs take into consideration possible special needs of its owners and/or users.
- Efforts to change community attitudes towards PWD are part of ongoing community development programs.
- Involvement and participation of PWDs (and their caregivers) is actively supported for inclusion in mainstream development activities with HFH as both participants and beneficiaries. Through this process PWDs will be in a position to articulate their needs and see that they are being addressed.
- Staff engaged in development programs are provided with disability awareness training and up-to-date information on disability-inclusive development practices.
- Adequate monitoring and evaluation of disability as a cross cutting theme is undertaken throughout all stages of the project cycle including engaging PWD when conducting project baseline assessments and subsequent evaluations.
- Implementing partners use *Disability Guide* questions developed by HFHA as part of the project proposal development process to support planning for baseline monitoring and evaluation data collection, as well as developing program strategies to address needs of PWD.
- HFHA is guided in its management of PWDs through the DFAT *Development for All Strategy* and its *Accessibility Design Guide - Universal design principles for Australia's aid program* to better plan and design infrastructure construction.
- HFHA also applies the Washington Group questions where appropriate and the Convention on the Rights and of Persons with Disabilities and its optional protocol

References:

- Australian government's [Equal Employment Opportunities](#) guidelines
- [DFAT Development for All 2015 – 2020 Strategy](#) (extended to 2021)
- [DFAT Accessibility Design Guide - Universal design principles for Australia's aid program](#)
- The Washington Group Question Sets on Disability
- The Convention on the Rights of Persons with Disabilities and its Optional Protocol (2006)