

FemiliPNG Australia believes everyone has value and should be treated with dignity. We support the rights of people with disabilities to take part in social, economic, and political life on equal terms with others. We uphold and endorse the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).

The World Health Organization (WHO) estimates that at least 16% (one in six) people globally experience significant disability<sup>1</sup>. In Papua New Guinea, like many other low- or middle-income countries, these rates are expected to be much higher. Women with a disability are at least 2 – 4 times more likely to experience intimate partner violence (IPV) than those without disability<sup>1</sup>. We support a twin track approach to disability inclusive development. There is value in implementing programs targeting people with disabilities, while also promoting the mainstreaming of disability into *all* development programmes.

## 1. Policy application

This policy applies all FemiliPNG Australia personnel and representatives.

## 2. Guiding principles

Femili PNG’s Disability Inclusion Policy and practices adhere to the following guiding principles:

- 2.1 **Human rights:** People with disabilities have the right to access opportunities and engage in full and meaningful participation on an equal basis with others as guaranteed under the UN Convention on the Rights of Persons with Disabilities (UNCRPD).
- 2.2 **Awareness:** FemiliPNG Australia is committed to supporting staff and representatives to be aware of disability rights and disability inclusive development, and have the skills, knowledge and tools to support FPNGA to operate as an inclusive and rights-focused organisation.
- 2.3 **Meaningful participation of people with disability,** and their representative organisations, are essential for genuine empowerment and change. Meaningful participation may require that the barriers to access and participation are identified and addressed.
- 2.4 **Women and girls with disabilities** frequently face additional barriers to participation, and it is necessary to account for this through [gender sensitive approaches to development](#).

## 3. Definitions

<b>Personnel</b>	A FemiliPNG Australia staff member, contractor or volunteer
<b>Representative</b>	A FemiliPNG Australia Board member
<b>Disability</b>	Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others <sup>2</sup> .
<b>Reasonable adjustment/s</b>	Necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms <sup>2</sup> .
<b>Disability inclusive development</b>	All stages of development processes are inclusive of and accessible to persons with disabilities. It requires that all persons be afforded equal access to education, health care services, work and employment, and social protection, among others <sup>3</sup> .

<sup>1</sup> [World Health Organization](#)

<sup>2</sup> [UNCRPD](#)

<sup>3</sup> [UN Disability Inclusive Development Toolkit](#)

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## 4. Policy

### At FemiliPNG Australia, we will:

- 4.1 Provide equal employment opportunities through accessible recruitment processes<sup>4</sup>.
- 4.2 Provide all reasonable accommodations required to support the employment and engagement of people with disabilities<sup>5</sup>.
- 4.3 Provide a work environment free from discrimination<sup>5</sup>.
- 4.4 Ensure accessibility and reasonable accommodation is fully considered when planning and hosting fundraising and staff education events.
- 4.5 Support FemiliPNG Australia staff to deliver disability inclusive development, through staff training and professional development opportunities.
- 4.6 Reflect on this policy as part of our annual reflections and consider how accessible we are as an organisation and what ways we can improve or extent our accessibility.
- 4.7 Appoint a disability focal point to ensure that this policy remains activity implemented, manage policy updates and support staff training.
- 4.8 Provide staff training on disability inclusion as a human right.

### Through our partnerships:

- 4.9 FemiliPNG Australia recognises our obligation to work with partner organisations to:
  - Support disability inclusion and rights-based approach to development
  - Provide equal employment opportunities for people with disabilities, particularly women with disabilities
- 4.10 Develop partnerships with Organisation of persons with Disabilities (OPDs) or their equivalent in the contexts in which we work.

### Through our work and programs, we will:

- 4.11 Consider and promote disability inclusive development across our program cycle.
- 4.12 Ensure inclusive program designs for FemiliPNG Australia's programs and projects.
- 4.13 Ensure reasonable accommodation of people with disabilities such that they can participate in and benefit from our programs and projects and be effectively and meaningfully engaged.
- 4.14 Apply a lens of intersectionality to ensure that people with disabilities who experience compounding disadvantage can equally access our programs and projects.
- 4.15 Protect the dignity and privacy of people with disabilities who participate in our programs<sup>6</sup>.
- 4.16 Support our partner's data collection capability to include disaggregated data by gender, age and self-reported disability.
- 4.17 Work with partners to secure feedback from people with a disability or their representative organisations, who participate in our joint programs, in a culturally safe and context specific way.

**Why are we not talking to clients?** We choose not to ask clients of our partners in Papua New Guinea for feedback because it could harm them. After living through serious trauma, asking for feedback might make them relive painful memories. Keeping their identity and information private and ensuring their safety is a priority, as they may still be at risk. By following trauma-informed practices, we make sure that their well-being and safety come first.

<sup>4</sup> Staff Recruitment Policy (POL-023) and Staff Recruitment Procedure (PROC-004)

<sup>5</sup> Equity, Diversity & Safety at Work Policy (POL-019)

<sup>6</sup> Use of stories, images and videos Policy, POL-022

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## 5. Policy amendments

All policies are subject to review and endorsement by the FemiliPNG Australia Board. Suggestions about this policy are welcome and should be directed to the FemiliPNG Australia CEO. Any amendments or changes to the Policy will be submitted to the Board for endorsement.

The CEO is responsible for maintaining this document, including updating confirmed changes, informing staff of the changes, and disseminating the latest version to all Personnel.

This policy will be reviewed every three years, or as needed to meet governance obligations and/or changes in legislation.

## 6. Related documents

Document number	Document name
POL-019	Equity, Diversity & Safety at Work Policy
POL-023	Staff Recruitment Policy
PROC-004	Staff Recruitment Procedure
POL-022	Use of stories, images and videos Policy
-	<a href="#">UN Disability Inclusive Development Toolkit</a>
-	<a href="#">UN Convention on the Rights of Person's with Disabilities</a>

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