

# DISABILITY INCLUSION POLICY



|             |                    |                 |                               |
|-------------|--------------------|-----------------|-------------------------------|
| Reference   | P0005              | Date approved   | 19 <sup>th</sup> January 2023 |
| Approved by | Board of Directors | Date for review | 19 <sup>th</sup> January 2024 |

## INTRODUCTION

LiteHaus International aims to remove barriers to people being able to exercise their reasoned agency and achieve their dreams. Our core focus is on bridging the digital divide to create more equitable access to opportunities and services in the digital world. However, our commitment to inclusion goes beyond this both within and outside of our programs.

The UN Convention on the Rights of Persons with Disabilities requires development programs to be inclusive of, and accessible to, people with disability. It stipulates that people with disability are entitled to the same rights, dignity, opportunities and support as other members of the community. Equality and inclusion are core principles of effective development and are central to achieving a vision of a world where all individuals, groups and communities, including women, men, girls and boys with disabilities, are able to exercise their human rights fully and participate in society without discrimination.

## STATEMENT OF POLICY

LiteHaus International seeks to remove barriers to participation and achieve equal opportunity and equitable outcomes for people living with disabilities. We commit to the core principle of reasonable accommodation to ensure people with a disability can exercise all human rights on an equal basis with others. We will actively seek to meaningfully employ people living with disabilities and commit to adapting our workplaces to be inclusive and empowering for all. In our programs, we commit to finding further avenues to support people with disabilities as well as making our programs more accessible.

## GUIDING PRINCIPLES

1. Disability inclusion and participation: LiteHaus International understands that the concept of inclusion is about identifying and removing barriers to ensure all people are able to actively participate in stages of a development project/program and equally benefit from the project/program.
2. Reasonable accommodation: Make necessary and appropriate modifications and adjustments to ensure people with disabilities can exercise all human rights and fundamental freedoms on an equal basis with others.

## COMMITMENTS

LiteHaus International will enable the inclusion of people living with disabilities in our activities in six key ways:

1. We will actively seek to meaningfully employ people living with disabilities and commit to adapting our workplaces to be inclusive and empowering for all;
2. We will endeavour to enable digital inclusion, through our programs, to more groups and services which provide support to people living with disabilities;
3. We will make our services more accessible for beneficiaries living with disabilities by offering to put accessibility software on devices to cater for specific needs;
4. We will incorporate a disability lens within our project planning and risk management processes to mitigate barriers to participation for people living with disabilities;
5. We will incorporate segregated analysis of people living with disabilities in our monitoring and evaluation exercises;
6. We will actively seek to listen and learn from people living with disabilities about how we can improve the accessibility and effectiveness of our programs and workplaces.

#### **RELATED DOCUMENTS**

- LiteHaus International – Standard Operating Manual
- LiteHaus International – Equal Employment Opportunity Policy
- LiteHaus International – Human Rights Statement