



DISABILITY INCLUSION POLICY
Approved by Board: 30 April 2019
Next review date: April 2020

**Managed on behalf of the CEO and Board by: Program
Manager**

*Revisions to this version are identified on the last page

1. Purpose of this Policy

The central focus of Interplast Australia & New Zealand's (Interplast's) activities (including programming, fundraising and communications) is to promote the inclusion of people with disabilities in their own development.

This policy outlines Interplast's principles and practices to achieve disability inclusiveness and articulates Interplast's roles and responsibilities in promoting the rights of people with a disability in Australia and across the Asia Pacific region. This policy also reflects Interplast's integrated approach to activities which improve the quality of life for people with disabilities. The policy aligns with the organisation's development philosophy and DFAT's *Development for All (2015-2020) strategy*.

2. Scope of the Policy

This policy applies to the following:

- Interplast staff members, contractors and consultants;
- Interplast volunteers¹;
- Interplast Board of Directors;
- Partner organisations²; and
- Observers/visitors accompanying an Interplast activity.

3. Definitions

Interplast takes a rights-based understanding of disability - recognises that disability is the interaction between an impairment and barriers in an environment - that is, that it is barriers (physical, attitudinal, systemic, or environmental) which may limit those with an impairment from being fully included in society.

Recognising the complexities of disability, Interplast has adopted the following World Health Organisation (WHO) definition:

¹ Volunteers include medical volunteers (surgeons, anaesthetists, nurses and allied therapists) undertaking an activity overseas or participating in professional development in their own country or overseas and non-medical volunteers, such as those in administrative, promotional or fundraising roles.

² Partners are individuals, groups of people or organisations that collaborate with Interplast to achieve mutually agreed objectives in development activities.

Disabilities is an umbrella term, covering 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; and
- participation restriction is a problem experienced by an individual in involvement in life situations.

4. Legislative Framework and Standards

Interplast is committed to:

- human rights and anti-discrimination in employment; and
- promoting an environment that values diversity and equality of opportunities.

As a signatory to the ACFID Code of Conduct, Interplast is committed to meeting the following standards within that Code:

- producing equitable outcomes between men and women and people with a disability, in all activities of the organisation (*Quality Principle 1: Rights, Protection and Inclusion, Commitment 1.1 and 1.2; Quality Principle 2: Participation, Empowerment and Local Ownership*);
- including and addressing the needs and rights of vulnerable and marginalised people (*Quality Principle 1: Rights, Protection and Inclusion*); and
- ensuring an appropriate focus is given to the rights of people with a disability and (addressing these in our activities) (*Quality Principle 1: Rights, Protection and Inclusion, Commitment 2.4*).

Interplast adheres to the following Australian legislation and international conventions and frameworks:

- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD);
- Federal anti-discrimination laws such as the Human Rights and Equal Opportunity Commission Act 1986;
- Equal Opportunity Act 2010;
- Disability Discrimination Act 1992;
- 2013-2022 Incheon Strategy to “Make the Right Real” for Persons with Disabilities in Asia and the Pacific; and
- Department of Foreign Affairs and Trade (DFAT)’s ‘Development for All 2015-2020: Strategy for strengthening disability-inclusive development in Australia’s Aid Program.

5. Policy Statement

- Interplast is working towards the achievement of all rights for people with disabilities consistent with the UNCRPD

- As an organisation that values all people equally, Interplast will ensure information disseminated to its key stakeholders is respectful of, and builds understanding of disability.
- Interplast recognises and values diversity and is committed to an environment that is safe, with equal opportunities for all staff and volunteers, including people with disabilities. Confidentiality of individuals and disclosure of status follows the guidelines outlined in Interplast's Privacy Policy.
- Interplast works to improve the lives of people with disabilities as a result of congenital or acquired medical conditions in developing countries by providing access to surgical, other medical and allied health services, and supporting and building capacity within local health services.
- Interplast acknowledges the close link between gender and disability and the significant impact of poverty on disability inclusion.
- Interplast recognises that there are a number of rights acknowledged in the UN Convention on the Rights of People with Disability (UNCRPD) which are significant to disability inclusion - such as the right to health (Article 25), integrity of the person (Art 17), independent living (Art 19), personal mobility (Art 20), habitation and rehabilitation (Art 26), respect for privacy (Art 22)

6. Policy in Practice

The implementation of this policy will be guided by the [UNCRPD principles](#) (Article 3, UNCRPD) and will be embedded within Interplast's organisational culture and practices as follows:

- a) All Board, staff and volunteers are responsible for the implementation of this policy and ensuring that key principles (underpinned by the UNCRPD principles) are reflected in all Interplast activities.
- b) Interplast is a safe environment and works to improve equality for people with disabilities in all areas of public life, including service provision, education and employment.
- c) the Disability Action Plan (to be developed in 2019, following a review of Interplast's Disability Inclusion Policy and practices), championed by an internal, representative Inclusion Working Group, will work through 2019 and beyond, to ensure that Interplast is actively addressing all issues raised through the review. This Plan looks at both Interplast's organisational processes, as well as the delivery of its international programs.
- d) Interplast will ensure its program activities include people with disabilities and contribute to the achievement of their human rights
 - designing and developing country programs that prioritise access to Interplast activities by people with disabilities and their families;
 - building networks with NGOs working in disability, including local disabled people's organisations;
 - acknowledging the diversity of disability and the intersection between gender and disability, taking steps throughout the program cycle to reach those who are most marginalised

- collecting and reporting data that is disaggregated by disability, gender and age at a minimum, and further measures of marginalisation as indicated;
- monitoring and evaluating program activities which engage people with disability as active participants to understand reach, access and outcomes for people with disability, and inform learning for Interplast's programs;
- recognising, respecting and promoting rights of all people, building understanding of diversity and sharing the impact of disability inclusive development through telling the story of Interplast's work in relation to disability inclusion; and
- building staff, Board, volunteer and partner capacity and knowledge in the area of disability inclusion through education and training, and through the development of annual country plans.

7. Monitoring and Review of Policy

This policy will be monitored and reviewed in line with the process outlined in the Policy Framework. The Program Manager is accountable to the CEO and Board for managing and maintaining this policy.

Where compliance issues are identified, the Program Manager will work with staff and other relevant stakeholders to address these issues promptly.

Any updates and revisions to this policy must be endorsed by the Program Manager and CEO before being submitted to the Interplast Board for its approval. Policy changes will be reflected, as necessary, in updated operational manuals.

List of Acronyms

ACFID	Australian Council for International Development
DFAT	Department of Foreign Affairs and Trade (Australian)
BMF	Biwako Millennium Framework
NGO	Non-government organisations
WHO	World Health Organisation
UNCPRD	United Nations Convention on the Rights of Persons with Disabilities