

cbm

Global Disability Inclusion



CBM Global Policy: Accessibility

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CBM Global Disability Inclusion

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1. Rationale

CBM Global operates in a legal and policy framework, defined by the [Convention on the Rights of Persons with Disabilities](#) (CRPD), that recognises that accessibility is a prerequisite for addressing the full and effective participation of all persons with disabilities to exercise their social, cultural, economic and political rights on an equal basis with others.

Accessibility is a fundamental human right, a necessary precondition to ensure the inclusion and participation of all persons with disabilities. It is also a pre-requisite to realising humanitarian and development frameworks including the [Agenda 2030 for Sustainable Development and the Sustainable Development Goals](#) (SDGs), the [Sendai Framework for Disaster Risk Reduction 2015-2030](#), the [Charter on Inclusion of Persons with Disabilities in Humanitarian Action](#) and the [New Urban Agenda](#) - under the core commitment of leaving no one behind.

For CBM Global accessibility is a key deliverable in being able to demonstrate our accountability standard to persons with disabilities and their representative organisation as outlined in CBM Global's **Programme Quality Framework**. This requires us to create accessible and inclusive ways of working for the full and effective engagement of persons with disabilities across all areas of our work, governance and systems. Furthermore, as a dual mandate organisation, working in development and humanitarian action, CBM Global is also obligated to meet requirements of the CRPD. As we are in receipt of funding from government agencies, CBM Global must comply with [CRPD Article 32](#), requiring all international cooperation to be inclusive of, and accessible to, persons with disabilities and address accessibility and inclusion of persons with disabilities in line with [CRPD Article 11](#) in situations of risk and humanitarian emergencies.

The rationale for accessibility also meets our accountability standards as good stewards of our resources, ensuring we meet our legal obligations and are more economical by including accessibility from the start, and increasing our productivity through greater diversity of skills and expertise within our organisation. Good accessibility also strengthens our core programme objective of increased resilience and supporting safer environments with more inclusive preparedness planning to reduce the negative impact of disasters.

2. Purpose

The purpose of this accessibility policy is to provide a whole of organisation framework for CBM Global with a governance and accountability mechanism to monitor and improve our practice on accessibility across all areas of our work: from

internal systems and practices to our support of partners in delivery of accessible development and humanitarian programmes.

This accessibility policy aims to guide CBM Global's work to promote accessibility in line with the CRPD to ensure that as a dual mandate organisation we model disability inclusion in our development and humanitarian work. This policy also guides the delivery of CBM Global's programme standard on accessibility and universal design, detailed in CBM Global's **Programme Quality Framework**.

3. Scope








CBM Global's Accessibility policy is applicable to CBM Global, covering Secretariat, Thematic and Country teams. CBM Global Members are encouraged to adopt the policy where no policy currently exists, and/or to ensure that any existing Member policies relating to accessibility align with this policy.

The policy covers all aspects of CBM Global functions and is applicable across finance and operations, communications, field programmes, advocacy, external advisory etc. It is also applicable to partners, consultants, contractors and any other third party providing products, goods, services, systems or facilities on behalf of CBM Global, or as part of programmes funded by CBM Global. It is understood that some Members may need to adapt this policy to meet higher national standards which may be legally binding. CBM Global Secretariat, Members, Thematic and Country teams are jointly expected to promote this policy and support implementation with partner organisations, especially engaging Organisations of Persons with Disabilities in delivery of accessibility assessments and improvement plans.

4. CBM Global's Accessibility Statement & Commitments

Statement

CBM Global is committed to promoting equal access and participation of all persons with disabilities, regardless of gender, race, ethnicity, age, sexual orientation or any other identity, in the countries in which we work. It is CBM Global's commitment, in line with the CRPD, to promote accessibility based on the Principles of Universal Design in all spheres of our work. We will do this by progressively working to meet seven core commitments.

	Commitment 1: Our workplaces and premises are accessible to all persons with disabilities
	Commitment 2: Our information and communications, including systems and technologies, are accessible to all persons with disabilities
	Commitment 3: Our procurement of goods, services and facilities include consideration of accessibility criteria and standards
	Commitment 4: Capacity development, knowledge management and learning systems are designed and supported to be inclusive and accessible so that all can equally contribute and benefit
	Commitment 5: Our programmes and services are non-discriminatory and accessible to all persons with disabilities in their communities regardless of age, gender, faith, ethnicity or any other identity characteristic
	Commitment 6: Our meetings and events, online and in person, are accessible to all persons with disabilities
	Commitment 7: Our workplaces promote an inclusive and accessible environment that supports all staff to thrive, with provision of reasonable accommodation for employees with disabilities where needed

Implementation

CBM Global undertakes to meet accessibility standards in recognition of the following context realities:

1. **Accessibility is local and environment specific** and may not be transferable from one area, region or country to another. Regardless of context and the varying resources available, the [Principles of Universal Design](#) should be applied to the extent possible.
2. **CBM Global works in very different contexts.** In each of these the highest standards of accessibility should be sought within locally available resources, supporting local economies and enhancing environmentally sustainable development approaches – in line with CBM Global’s environmental responsibility policy.
3. **That a progressive approach is needed.** Improving practices and achieving quality standards on accessibility cannot be achieved overnight and will be

incremental. This will be based on findings of assessments undertaken, working to key priorities according to availability of funding, building capacity and engagement with OPDs, as outlined in Accessibility GO!.

4. That CBM Global is obligated to **provide reasonable accommodation** in the absence of accessible environments or processes in meeting the specific requirements expressed by staff. This includes establishment of fair human resource processes for assessment and delivery of reasonable accommodation with appropriate allocation of budgets.

Accessibility GO! A Guide to Action for delivering on the 7 accessibility commitments has been co-developed by CBM Global and the World Blind Union. This is the key resource to support the implementation, monitoring and compliance of this policy. It provides practical guidance for all parts of CBM Global and partner organisations to be able to implement the policy by undertaking holistic assessments on accessibility in partnership with a diverse range of persons with disabilities and their representative organisations. This guidance provides a practical 3-step process that teams and offices can undertake and set realistic targets to take forward the policy in practice. This guidance is available in English, French, Spanish and Arabic, as well as a number of local languages.

Monitoring and Compliance

In taking a progressive realisation approach managers should ensure that regular accessibility assessments are undertaken and planned as part of their day to day work plans and processes. Each CBM Global office should ensure clear ownership is in place (eg. provided by senior leadership or by appointing an Accessibility Focal Point), to support monitoring progress against teams/offices action plans (as outlined in Accessibility GO!) and to share learning and practice on accessibility within CBM Global and with OPD partners.

In addition to regular monitoring by accessibility focal points and managers, there should be regular engagement with OPDs to monitor progress on accessibility action plans. For this to happen, CBM Global's accessibility policy and commitments should be made widely available to partners and alliance networks, in local languages and in accessible formats to encourage greater compliance and a culture of accountability.

On an annual basis **CBM Global Leadership** will be able to report to the Board and to our OPD partners on incremental progress against all 7 accessibility commitments across all areas of our operations, advocacy, advisory and programme work.

CBM Global's regular mechanisms for feedback and complaints should be used by staff, partners, project participants and Organisations of Persons with Disabilities for any concerns regarding compliance with this policy and the progressive approach in its implementation.