

CBM Global Policy: Accessibility

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CBM Global Disability Inclusion

Van Heuven Goedhartlaan 13D, 1181 LE Amstelveen, Netherlands

<https://cbm-global.org>

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 organisations** 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 Disaster Risk Management, CBM Global is obligated to meet requirements of the [CRPD](#). As recipients 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 considerations 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.

Purpose

The purpose of this Accessibility Policy is to provide a comprehensive 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 the delivery of accessible development and Disaster Risk Management programmes across our 3 vehicles of change (community programmes, advocacy, inclusion advisory).

This policy also guides the delivery of CBM Global's programme standard on accessibility and universal design, detailed in our **Programme Quality Framework**.

Scope

This Accessibility Policy is **applicable to CBM Global, covering Secretariat, Technical 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. It is understood that some Members may need to reflect higher national standards which may be legally binding in their own Accessibility Policy.

The policy covers all aspects of CBM Global functions and is applicable across finance and operations, communications, community programmes, advocacy, external advisory, etc.





Our below **accessibility commitments** are also applicable to our engagement with 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 via CBM Global. CBM Global Secretariat, Members, Technical and Country Teams are jointly expected to promote our accessibility commitments and support their implementation with partner organisations, especially by engaging Organisations of Persons with Disabilities (OPDs) in the delivery of accessibility assessments and improvement plans.




We encourage our Partners to adopt a similar policy, drawing on guidance available in *Accessibility GO! A Guide to Action*.

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 our own organisation and in all our work. We will do this by progressively working to meet seven core commitments outlined in *Accessibility GO! A Guide to Action*.

	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

	<p>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</p>
	<p>Commitment 6: Our meetings and events, online and in person, are accessible to all persons with disabilities</p>
	<p>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</p>

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. **A progressive approach is needed.** Improved practices and quality standards on accessibility cannot be achieved overnight and will be incremental. These will be based on findings of assessments undertaken, or via other forms of learning and sharing, working to key priorities based on available funding, building capacity and engagement with OPDs, as outlined in *Accessibility GO! A Guide to Action*.
4. 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 and supporting and resourcing our partners for the provision of reasonable accommodation in their work that is funded by CBM Global.

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 guide 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 to set realistic targets for taking forward the policy in practice. This guidance is available in English, French and Spanish, 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 (e.g., 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 **report to the Board** on incremental progress against all 7 accessibility commitments across 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.

Key references and supporting documents

Documents mentioned above are available to CBM Global Federation staff on [Global Connect](#). Documents that are relevant for external audiences can be found on www.cbm-global.org.

- CBM Global Programme Quality Framework
- Accessibility GO! A Guide to Action
- CBM Global Environmental Responsibility Policy