



## DISABILITY POLICY

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| ORGANISATION:     | Kokoda Track Foundation  |
| ACN:              | 103 660 948  |
| POLICY TITLE:     | Disability Policy  |
| VERSION:          | 2.0  |
| STATUS:           | FINAL  |
| ALLIED POLICIES:  | Code of Conduct<br>Anti-Discrimination Policy<br>Child Protection Policy<br>Gender Equity Policy |
| OWNER:            | Senior Management  |
| APPROVED BY:      | CEO  |
| LAST UPDATE:      | 18.08.2016   |
| NEXT REVIEW DATE: | 18.08.2017   |

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## INTRODUCTION

Internationally, about 1 billion people live with disability (15% of the population). Of these people, 80% live in developing countries. Children, youth and carers with disability have the same rights as everyone else. However, they are frequently ignored, discriminated against and marginalised.

Whilst there are no official statistics for the number of people with a disability in Papua New Guinea (PNG), we can apply the World Health Organisation (WHO)'s estimate that 15% of the world's populations have some form of disability or impairment. This equates to approximately 975,000 people in PNG who are living with some form of disability or impairment. Of this group about 2%, or about 19,500 people receive services. This means that the bulk of people with disability (i.e. the remaining 98%, or 955,500 people in PNG), are not receiving any support.

People with disability often face barriers such as lack of access to services and limited opportunity to participate in matters that concern them. Children with disability are particularly vulnerable and at risk of being excluded. Poverty often exacerbates disability and disability exacerbates the effects of poverty.

Disability-inclusive development envisions a society that values and enfranchises all people with disability. Kokoda Track Foundation (KTF) adopts a rights-based approach to disability and as such views the person first, and recognises capacity, right to participation, and inclusion for all. KTF is committed to ensuring that individuals with disability have equal access to its education, health, livelihoods and leadership programs in PNG. KTF works to ensure that all of its development projects include a disability perspective and are fully accessible to people with disability.

## DEFINITIONS:

The Preamble of the UN Convention on the Rights of Person with Disabilities states "Disability is an evolving (ever changing) concept that results from the interaction between persons with impairments (things that limit their ability to function) and attitudinal and environmental barriers that hinders (limits) full and effective participation in society on an equal basis with others". Disability is sometimes summarised in the formula  $\text{impairment} + \text{barriers} = \text{disability}$ . It is not just the person and not just the barriers in their environment but the combination of both of them that lead to a person having a disability.

Types of disability may include:

- loss of physical or mental functions, for example, a person who has quadriplegia, brain injury, epilepsy or who has a vision or hearing impairment;
- loss of part of the body, for example, a person with an amputation or a person who has had a pacemaker implanted;
- infectious and non-infectious diseases and illnesses, for example, a person with HIV/AIDS, hepatitis or tuberculosis, a person with allergies or who carries typhoid bacteria;
- the malfunction, malformation or disfigurement of a part of a person's body, for example, a person with diabetes or asthma or a person with a birthmark or scar;

- a condition which means a person learns differently from other people, for example, a person with autism, dyslexia, attention deficit disorder or an intellectual disability;
- any condition which affects a person's thought processes, understanding of reality, emotions or judgment or which results in disturbed behaviour, for example, a person with a psychiatric condition, neurosis or personality disorder;

And a disability is one that:

- is present; or
- once existed but doesn't any more, for example, a person who has had a back injury, a heart attack or an episode of psychiatric illness; or
- may exist in the future, for example, a person with a genetic predisposition to a disease, such as Huntington's disease or heart disease or a person who is HIV positive.

KTF recognises the multidimensional nature of disability and that people with disability have the same human rights as others, including the right to participate in development.

#### POLICY:

KTF's programs and projects seek to remove barriers to participation and achieve equal opportunity and equitable outcomes for people with disability.

#### PRINCIPLES:

KTF is committed to the following principles:

- Commitment to social inclusion – KTF is committed to equal opportunity and social inclusion for its staff, directors and volunteers and actively promotes disability inclusion and participation by all;
- Accessibility to programs – KTF is committed to ensuring that individuals with a disability have access to its education, health, livelihoods and leadership programs in PNG. It can do this by:
  - Consulting with and employing or engaging people with a disability;
  - Ensuring physical environment is accessible;
  - Provision of disability training and awareness for staff, directors, volunteers, and partners;
  - Appointing a person with authority who has responsibility for disability inclusion;
  - Specific training for staff involved in assessing project/partner applications and developing proposal assessment criteria;
  - Disaggregating research and monitoring data according to disability, including disability type and impact.
- Focus on ability not disability – KTF is committed to focusing on individual's abilities to perform tasks and achieve outcomes; not their disability;
- Create a discrimination-free workplace – KTF is committed to fostering a discrimination-free workplace in both its administrative base in Australia and its PNG programs.
- Human rights based approach to disability – KTF is committed to the following human rights based principles:
  - Equality and non-discrimination in all actions
  - Participation and inclusion as a goal and a means
  - Placing people at the center of development as agents for change
  - Awareness of the barriers face by people living with a disability
  - Need to work with the most excluded and disadvantaged to improve the situation for the whole community.

#### IMPLEMENTATION ACTIVITIES:

KTF will undertake the following activities to fulfil its Disability Policy commitments:

- Promote the importance of disability-inclusive development practices in poverty alleviation and sustainable development to staff and partner organisations;
- Provide staff with regular disability awareness training and up-to-date information on disability-inclusive development practices;
- Allocate adequate time, budget and human resources to enable people with disability to participate in program design, implementation, monitoring and evaluation;
- Develop an Anti-Discrimination workplace policy which upholds human rights and prevents discrimination against people with disability working for KTF;
- Conduct a cross-cutting issues analysis during the design of all new projects;
- Implement disability-specific programs and projects, and mainstream disability-inclusive practices into all other programs and projects;
- Monitor and evaluate projects and programs in order to track the difference they're making to people with a disability;
- Partner with people with disability in order to build an understanding of their lived experience of deprivation, exclusion, and vulnerability, and how to best respond using local resources and services;
- Use appropriate and respectful language and terminology, and challenge staff and partners who perpetuate discrimination against people with disability;
- Aim to ensure all KTF development programs, meetings and communications are accessible and inclusive;
- Advocate for the rights of people with disability and build awareness of their access and participation requirements among project partners, local government officials and the broader community.

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