Disability Inclusion Policy

1. Purpose

Lovemore Project is committed to ensuring that people with disabilities are included, empowered, and able to participate fully and equally in all aspects of our programs, governance, and operations.

This policy sets out our approach to disability inclusion in line with:

- The United Nations Convention on the Rights of Persons with Disabilities (CRPD)
- DFAT's Development for All: Disability-Inclusive Development Strategy
- ACFID Code of Conduct
- Applicable Australian legislation, including the Disability Discrimination Act 1992 (Cth).

2. Scope

This policy applies to:

- All Lovemore Project staff, volunteers, board members, contractors, and partners.
- All programs, projects, and advocacy activities funded or supported by Lovemore Project, both in Australia and internationally.
- All stages of the program cycle — planning, design, implementation, monitoring, evaluation, and learning.

3. Policy Statement

Lovemore Project recognises that people with disabilities are rights-holders and active contributors to development. We will:

1. Promote inclusion by removing physical, attitudinal, communication, and institutional barriers.
2. Ensure accessibility to our facilities, information, communications, and program activities.
3. Consult and involve people with disabilities, Disabled Persons Organisations (DPOs), and representative bodies in decision-making processes.
4. Integrate disability considerations into all organisational and programmatic policies, budgets, and practices.
5. Advocate for the rights and participation of people with disabilities in line with human rights principles.

4. Guiding Principles

- Our approach is guided by:
- Non-discrimination – ensuring equal rights and opportunities for people with disabilities.
- Participation – enabling active involvement of people with disabilities in decisions affecting their lives.
- Accessibility – providing equitable access to infrastructure, communications, and services.

- Intersectionality – recognising the compounded discrimination faced by women, children, and marginalised groups with disabilities.
- Capacity development – building the skills of our team and partners to effectively implement disability inclusion.

5. Responsibilities

- Board of Directors: Ensure strategic oversight of disability inclusion and resource allocation.
- Executive/Project Coordinator: Ensure this policy is implemented, reviewed, and resourced.
- Staff and Volunteers: Apply disability-inclusive practices in all work and report any barriers or incidents.
- Partners: Commit to and comply with this policy through partnership agreements.

6. Implementation Strategies

Program Design and Delivery
- Incorporate disability analysis in needs assessments.
- Budget for reasonable accommodations and accessibility measures.
- Partner with local DPOs and disability advocates.

Capacity Building
- Provide training to staff, volunteers, and partners on disability rights and inclusion.
- Maintain up-to-date resources on disability-inclusive practices.

Accessibility
- Ensure physical accessibility in venues and facilities used for Lovemore Project activities.
- Provide accessible information formats (e.g., large print, plain language, captioning) as required.

Monitoring and Evaluation
- Disaggregate program data by disability status where possible and safe.
- Include disability-specific indicators in MEL frameworks.
- Conduct periodic disability inclusion audits.

7. Complaints and Feedback

- People with disabilities will have equal access to our Complaints Handling Mechanism.
- Complaints can be submitted in multiple formats and will be handled confidentially and respectfully.
- Any discrimination or exclusionary practice will be investigated in line with our Complaints Handling Policy.

8. Review

- This policy will be reviewed every three years or sooner if required by changes in legislation, donor requirements, or organisational priorities.

9. Related Documents

- Child Safeguarding Policy
- Complaints Handling Policy
- Privacy Policy
- Monitoring, Evaluation, and Learning (MEL) Policy
- Partnership Policy
- DFAT Development for All Strategy (external reference)
- UNCRPD (external reference)

- Approved by: Board of Directors – Lovemore Project

- Date: _____

- Next Review:_____