



#### **Proud Lebanon**

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## **Proud Lebanon Lebanon Disability Policy**

### **1. Purpose and Commitment**

PROUD Lebanon is committed to promoting equality, diversity, and inclusion in all aspects of our work. This policy outlines our approach to ensuring that people with disabilities have equal opportunities within our organization and in the communities we serve. We are committed to upholding the principles of the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and implementing best practices in disability inclusion.

### **2. Scope**

This policy applies to all employees, volunteers, beneficiaries, and stakeholders of PROUD Lebanon.

### **3. Definitions**

For the purposes of this policy, we define disability in accordance with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD):

"Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others."

### **4. Guiding Principles**

PROUD Lebanon's approach to disability inclusion is based on the following principles:

- 4.1 People with disabilities have equal rights and are valued as full members of society.
- 4.2 Support is needed to allow people with disabilities to exercise their rights fully.



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4.3 Non-discrimination, equality of opportunity, and gender equality are fundamental to our work.

4.4 Accessibility is a core element of many social and economic rights.

4.5 The intersectionality of disability with other forms of discrimination is recognized and addressed.

## **5. Policy Statements**

### **1.1 Non-Discrimination**

PROUD Lebanon does not discriminate against individuals with disabilities in recruitment, employment, volunteer engagement, or provision of services.

### **1.2 Accessibility**

We are committed to making our facilities, services, and information accessible to people with disabilities. This includes:

- Physical accessibility of our offices and project sites.
- Accessible communication formats.
- Assistive technologies where appropriate.

### **1.3 Twin-Track Approach**

PROUD Lebanon adopts a twin-track approach to disability inclusion:

1. Mainstreaming disability considerations across all programs and operations.
2. Implementing targeted initiatives to address specific needs of people with disabilities.



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### **1.4 Inclusive Programming**

All our programs and projects will be designed and implemented with consideration for the needs of people with disabilities. We commit to:

- Promoting full, equitable, and meaningful participation of people with disabilities in the design, implementation, monitoring, and evaluation of programs.
- Addressing, analyzing, and removing barriers to disability inclusion in all programs.
- Collecting and analyzing disability-disaggregated data to inform our work.

### **1.5 Partnerships**

We will actively seek partnerships with Disabled Persons' Organizations and other relevant stakeholders to inform our work and advocate for disability rights.

### **1.6 Workplace Inclusion**

PROUD Lebanon is committed to:

- Ensuring an inclusive, accessible, and safe work environment for all employees, volunteers, and collaborators.
- Providing reasonable accommodations to ensure workplace accessibility and equal opportunity.
- Offering regular disability awareness training to our staff and volunteers.

### **1.7 Communication**

We will ensure that any communication and/or promotional material which includes people with disabilities portrays them in an honest and dignified manner, using respectful and empowering language.



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## **2. Implementation and Monitoring**

- The Executive Director will oversee the implementation of this policy.
- Annual reviews will be conducted to assess our progress and identify areas for improvement.
- We will actively seek feedback from people with disabilities on our policies and practices.

## **3. Grievance Mechanism**

Any individual who feels they have been discriminated against or that this policy has been violated can file a complaint through our established complaint mechanism.

## **4. Review and Revision**

This policy will be reviewed annually and updated as necessary to ensure its continued effectiveness and relevance.

**PROUD**  
Lebanon

**16/09/2024**

