

OCI Foundation International

Sponsors of the: (i) Cyfed Undergraduate Scholarships (ii) CBH Scholarships (iii) IFOMSSA Junior Awards (iv) IFOMSSA Senior Awards and (v) Annual JAMB Awards (vi) ArOF Health Campaign (vii) LAMS Initiative (viii) The Gynocular Project



"...we rise, by lifting others"

POLICY ON DISABILITY INCLUSION (March 2025)

Purpose

This policy embodies the OCI Foundation's commitment to including people with disabilities in its programs. In all its dealings, the Foundation aims to work for and with people with disabilities. We strive to promote their human rights and empower them to the greatest extent possible. Both within and outside Australia, we engage relevant government bodies and development agencies to promote inclusion for people with disabilities.

This Policy:

- Provides clarity on the commitments and consistency within the OCI Foundation for its members and associates regarding people with disabilities.
- Enhances our integrity and credibility by strengthening efforts to promote disability inclusion within our organisation.
- Enables collaborations with other organisations as we build on each other's strengths, experiences and lessons.

Priority will be given to projects that:

- Endorse and promote the rights of all those with disabilities.
- Expand social and economic opportunities for disabled persons in ways that will result in improved livelihood, security, health outcomes, access to higher education and improved wellbeing.
- Address violence and abuse towards disabled persons.
- Increase the roles of persons with disabilities as decision-makers in families, communities and organisational governance.
- Promote culturally appropriate community-driven responses that challenge cultural values and practices that oppress disabled persons.
- Actively and equitably involve people with disabilities in determining development objectives, planning activities and assessing results.

Commitments

To ensure the foregoing, the OCI Foundation commits to the following principles:

1. Use disability inclusion data (that is disaggregated by sex, age and other relevant diversity factors) to inform action across various program/project cycles.
2. Have an affirmative action plan that engages relevant actors in the support of disability inclusion while pursuing programming and/or organisational objectives.
3. Identify potential programming risks throughout program/project cycles and take steps to do no harm and mitigate unintended consequences for the disabled.
4. Ensure evaluations and reviews are in place to assess progress towards disability inclusion outcomes.

5. Have a disability inclusion focal person in place.
6. Ensure that activities promoting the rights and inclusion of people with disabilities are consistently supported.
7. Encourage the training of key personnel and partners on disability inclusion issues and the rights outlined in the United Nations Convention on the Rights of Persons with Disabilities (CRPD).
8. Promote the principles of disability inclusivity in communications with the public and external stakeholders.
9. Include disability as a priority issue in organisational development, policy dialogue, communications, negotiations and partnerships
10. Identify and address barriers to ensure that persons with disabilities have equal access to the physical environment, transportation, information and communication systems, and to other public facilities and services in all areas.
11. Recognise the central role that people with disabilities play in representing their own interests and priorities. Accordingly, develop and support partnerships with disabled people's organisations in ways that will give a voice to people with disabilities.
12. Support initiatives to reduce the stigma that surrounds disability. This can be one of the largest barriers to full participation in community and economic life.
13. Promote initiatives for economic empowerment and access to economic opportunities for people with disabilities.
14. Recognise that the lived experiences and perspectives of people with disabilities are diverse and will vary according to age, gender, class, caste, impairment type and other factors. These will vary in different contexts, and a deeper understanding of them will contribute to the development of effective approaches.
15. Promote and enable the active participation, inclusion, and contributions of people with disabilities through project cycles. The OCI Foundation does these through the:
 - a. Inclusion of people with disabilities in programming guidelines.
 - b. Development of program document templates for disability inclusion.
 - c. Specific budget allocations to facilitate disability inclusion.

Review of Policy

This policy is subject to review in March 2028, three years after its implementation. This can be sooner if legislation or other events warrant so.

Complaints/Feedback

If you feel violated in any way by anyone associated with the OCI Foundation, please contact us immediately via the link [HERE](#).