



DISABILITY INCLUSION POLICY

Fundasaun Alola

Mercado Lama, Mascarinhas, Dili

PO Box 3 Dili

Timor-Leste

www.alolafoundation.org



Disability Inclusion Policy

Fundasaun Alola (FA) recognises that people with disability are entitled to the same rights, dignity, opportunities and support as other members of the community, as described in the *UN Convention on the rights of Persons with Disabilities and article 21 of the Timor-Leste Constitution*.

Key Principles

Disability inclusion and participation: FA understands that the concept of inclusion is about identifying and removing barriers to ensure all people are able to actively participate in stages of a development project/activities and equally benefit from the project/activities.

Reasonable accommodation: Make necessary and appropriate modifications and adjustments to ensure people with disability can exercise all human rights and fundamental freedoms on an equal basis with others. FA advocates for accessibility of persons with disability.

Twin-track approach: Implement concurrent activities that include disability-specific initiatives targeted at people with disability, as well as disability mainstreaming initiatives ensuring that all development programs are inclusive of people with disability.

Awareness: Many people with disability lack awareness and knowledge of their rights or where to go if they do recognise their rights have been denied. FA will raise awareness of the rights of people with disability, to FA staff and as well as other sectors in the community.

Representation of Disabled Persons Organisations (DPO's): The slogan of the disability movement is "Nothing about us without us". This means that people with disability need to be represented in all activities and decision-making processes that affect them. DPO's are representative organisations run by and for disabled people. They provide a way for the voices of people with disability to be heard and their perspectives included. FA recognizes that the Timor-Leste DPO Ra'es Hadomi Timor Oan (RHTO) is a critical partner in disability-inclusive development.

Policy Statement

FA projects and activities seek to remove barriers to participation and achieve equal opportunity and equitable outcomes for people with disability. We commit to the core principles of reasonable accommodation and twin-track program approaches to ensure people with a disability can exercise all human rights on an equal basis with others. We will engage with DPOs and raise awareness of how the needs and rights of people with disability can be met. We will not support segregated or institutionalized care approaches, which breach human rights.

Further resources:

National

- * _Ra'es Hadomi Timor Oan (RHTO)
- * _Associação Deficientes de Timor-Leste (ADTL)

International

- * _UN Convention on the rights of Persons with Disabilities
- * _ChildFund Australia – Disability Inclusion Policy (2020)
- * <https://www.childfund.org.au/wp-content/uploads/2020/06/Disability-Inclusion-Policy06-20.pdf> Practice Note: Collecting and using data on disability to inform inclusive development

https://www.cbm.org.au/wp-content/uploads/2019/03/CBM-Plan-Nossal_Disability-Data-Collection-Practice-Note_2016Update.pdf



Approved by:
15 Dec, 2021

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Kirsty Sword Gusmão, Chair, Fundasaun Alola Board
on behalf of the full Board of Fundasaun Alola



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Maria Imaculada Guterres, CEO

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Rua Bispo de Medeiros, Mascarenhas, Mercado Lama, Dili, Timor-Leste
Tel: +670-3323 855
Email: info@alolafoundation.org
Website: <http://www.alolafoundation.org/>