



**Glorious United For
Rural Development**

PEOPLE WITH DISABILITY AND INCLUSION POLICY

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Introduction

The purpose of this policy is to establish a framework for promoting inclusion, accessibility, and equal opportunities for people with disabilities within GURD Rwanda. This policy aligns with the organization's commitment to fostering a diverse and inclusive environment that enables individuals with disabilities to participate fully and effectively in all activities, services, and decision-making processes.

Mission, Vision, and Values of GURD Rwanda

This policy is grounded in GURD Rwanda's overarching mission to empower individuals through knowledge, skills, and opportunities while creating transformative and sustainable change in rural communities.

Mission

We aim to support girls and women by empowering them with knowledge and skills in sexual reproductive health, equipping them to navigate life's challenges, and providing counseling and socio-economic opportunities. We also focus on gender-based violence prevention and response (SGBV) as well as improving girls' educational outcomes. Through these initiatives, we hope to help young people achieve their full potential and create a brighter future for themselves and their communities.

Empowering Individuals and Communities

GURD Rwanda, our mission supports girls, women, and marginalized groups, including individuals with disabilities, by providing them with the knowledge, skills, and opportunities necessary to overcome life's challenges. We focus on:

1. **Sexual Reproductive Health:** Ensuring accessible and inclusive health education for all individuals, particularly those often excluded due to societal barriers.
2. **Socio-economic Opportunities:** Creating tailored programs to address the specific needs of people with disabilities, enabling them to achieve economic independence.
3. **Educational Empowerment:** Working to break down barriers that hinder access to education, especially for young people and individuals with disabilities.
4. **Gender-Based Violence Prevention and Response (SGBV):** Addressing the intersection of disability and SGBV, ensuring safe and accessible support systems.

Through these initiatives, we seek to empower individuals to live with dignity, achieve their full potential, and contribute positively to their communities.

Vision

“Attaining sustainable and transformative change for young people in rural communities.”

Our vision is a society where all individuals, regardless of ability, gender, or background, can thrive in an inclusive and supportive environment. GURD Rwanda envisions an inclusive future

where transformative change creates equitable opportunities for every individual, particularly in rural communities.

For individuals with disabilities, this vision means:

1. Full access to education, employment, and healthcare.
2. Equal participation in decision-making processes within their communities.
3. Sustainable systems that value and celebrate diversity.

Scope

This policy applies to all employees, volunteers, beneficiaries, board members, contractors, and any other individuals or entities associated with GURD Rwanda. It encompasses all activities, programs, services, and organizational processes.

Values

Commitment

We are steadfast in our dedication to creating opportunities and advocating for inclusivity, especially for individuals with disabilities. We commit to long-term support and sustainable practices that uplift marginalized groups. **According to The Constitution of Rwanda (2003, Revised in 2015)**

Key Provisions:

- **Guarantees equal rights and protection for all citizens, including people with disabilities.**
- **Article 51 emphasizes the State's role in caring for vulnerable groups and ensuring their welfare.**

1. Diversity and Inclusion

We celebrate the diversity of people and believe that inclusion enriches communities. We aim to create an environment where every individual, including those with disabilities, feels valued and respected.

2. Collaboration

We work hand in hand with individuals, communities, and partners to drive impactful change. For disability inclusion, this means engaging directly with people with disabilities to understand and address their unique needs.

3. Collective Care

We foster a culture of care and empathy, ensuring that everyone, including people with disabilities, receives the support and resources they need to thrive.

4. Creativity and Innovation

We embrace innovative solutions to address the challenges faced by marginalized communities. By leveraging technology and community-driven approaches, we strive to create accessible systems and services.

Policy Statement

GURD Rwanda is committed to:

1. Creating an inclusive environment where people with disabilities are treated with respect and dignity.
2. Eliminating barriers to participation by ensuring accessibility in physical spaces, communication, and program delivery.
3. Upholding the rights of individuals with disabilities, in line with national laws and international frameworks such as the United Nations Convention on the Rights of Persons with Disabilities

Roles and Responsibilities

1. Leadership

Leadership is responsible for promoting inclusion and accessibility across the organization. They are tasked with ensuring that policies, programs, and practices align with the principles of diversity and inclusion.

2. Employees and Volunteers

Employees and volunteers are required to respect the rights of individuals with disabilities and participate in relevant training to enhance their understanding of inclusion and accessibility.

3. Program and Service Teams

These teams are responsible for designing and delivering programs and services that are accessible and inclusive of individuals with disabilities. This includes adapting materials, processes, and facilities as needed.

4. Beneficiaries and External Partners

Beneficiaries and partners are encouraged to act in good faith and collaborate with GURD Rwanda to uphold the principles of inclusion and accessibility.

Inclusion Measures

1. Accessibility

GURD Rwanda will ensure that all facilities, communications, and services are accessible to individuals with disabilities. This includes physical spaces, digital

platforms, and printed materials. According to the **Ministerial Order N° 20/18 of 13/7/2009 on Accessibility**

Key Provisions: Mandates the design and adaptation of infrastructure to accommodate people with disabilities and Includes specific standards for ramps, signage, and transportation services.

2. Training and Awareness

Regular training will be provided to staff, volunteers, and beneficiaries to build awareness of disability inclusion and address unconscious biases.

3. Equal Opportunities

Recruitment, hiring, program participation, and service delivery processes will ensure fairness and equal opportunities for individuals with disabilities.

4. Reasonable Accommodation

Adjustments and accommodations will be made to support the participation of individuals with disabilities in the workplace and programs.

5. Feedback Mechanism

Establish confidential and accessible channels for reporting issues related to discrimination, exclusion, or accessibility concerns.

Monitoring and Review

To ensure the effectiveness and sustainability of GURD Rwanda's People with Disability and Inclusion Policy, a strong monitoring and review framework is established. This framework will guarantee that the policy is not only implemented but also continuously improved to address emerging needs and challenges. The following measures will be implemented:

1. Regular Reviews

Updates will be made to reflect changes in legislation, organizational priorities, or feedback from stakeholders, ensuring the policy remains relevant and actionable.

2. Performance Metrics

- **Key Indicators:** The policy's success will be evaluated using clear metrics, including:
 - a) Number of PWDs participating in organizational programs.
 - b) Accessibility improvements made to facilities and communication tools.
 - c) Training sessions conducted on disability inclusion.
 - d) Employment and retention rates of PWDs within the organization.

3. Compliance Audits (Internal Audits & External Audits) Periodic internal audits will ensure compliance with the policy and identify areas requiring attention also an Independent reviews

may be conducted to provide unbiased assessments and validate compliance with national and international standards.

4. Capacity Building and Knowledge Sharing: Lessons learned from monitoring activities will be shared across teams to promote best practices and drive improvements.

5. Reporting and Transparency: Findings from monitoring and review activities will be included in GURD Rwanda's annual report, highlighting achievements, challenges, and areas for improvement. Key updates on inclusion initiatives and policy progress will be shared with stakeholders, promoting transparency and building trust.

6. Continuous Improvement & Feedback: A structured mechanism for incorporating stakeholder feedback will ensure the policy evolves to meet the needs of PWDs effectively.


7. Management Oversight

The Management team will take an active role in overseeing the policy's implementation, ensuring adequate resources, staff engagement, and accountability for achieving its objectives.

Approved by:

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