



Disability and Inclusion Policy

Africa-Asia Impact recognizes the equal value and rights of all individuals. We are committed to ensuring that persons with disabilities are fully included in all aspects of our work – as target groups, partners, and potential team members.

We are committed to:

- Considering different types of disabilities – physical, sensory, mental, and cognitive – in the design and implementation of our projects.
- Promoting accessibility in communication, participation, and physical environments wherever feasible – including adapted communication formats, such as plain language, sign language, audio recordings, or visual explanations, depending on the audience.
- Addressing discrimination and barriers to participation based on disability.
- Listening to and collaborating with persons with disabilities and their organizations.
- Strengthening awareness and internal capacity to actively promote inclusion.
- Ensuring that each project includes a strategy for disability inclusion, covering participation, accessibility, and reasonable accommodations.
- Taking practical steps where relevant – such as reduced working hours, alternative communication formats, or dedicated budget lines to support inclusion.

Africa-Asia Impact aligns with the principles of the [UN Convention on the Rights of Persons with Disabilities](#) and strives to integrate them into all our activities, partnerships, and policies.