DISABILITY INCLUSION, ACCESSIBILITY & RIGHTS-BASED DEVELOPMENT

Introduction

This course introduces participants to the principles, strategies and practical approaches for advancing disability rights, inclusion and accessibility across institutional, development and service-delivery environments. Disability inclusion is an essential component of human rights, equality and sustainable development, requiring organisations to move beyond awareness towards the removal of barriers that prevent persons with disabilities from participating fully in social, economic, political and institutional life. The programme provides a comprehensive framework for understanding and addressing physical, institutional, attitudinal, communication and digital barriers that can limit accessibility and participation. Participants will examine how disability inclusion can be integrated into organizational policies, development programmes, workplaces, public services, infrastructure and communication systems. Particular attention is given to disability rights, reasonable accommodation, universal design, accessible services, inclusive employment, digital accessibility, participatory approaches and disability-responsive programme planning. Participants will also explore practical methods for identifying accessibility gaps and strengthening institutional systems that promote equal participation and opportunity

Course Objectives

- Understand disability rights and inclusion.
- Identify institutional barriers.
- Assess accessibility.
- Integrate disability into development programmes.
- Improve inclusive service delivery.
- Apply universal-design principles.
- Strengthen organisational accessibility.
- Develop disability-inclusion strategies.

Course Modules

> Module 1: Understanding Disability and Inclusion
- Disability concepts
- Models of disability
- Disability and human rights
- Inclusion principles

> Module 2: Disability Rights Framework
- International disability rights
- Equality and non-discrimination
- Participation rights
- Institutional responsibilities

> Module 3: Barriers to Inclusion
- Physical barriers
- Institutional barriers
- Attitudinal barriers
- Digital barriers

> Module 4: Accessibility
- Physical accessibility
- Information accessibility
- Digital accessibility
- Communication accessibility

> Module 5: Universal Design
- Universal-design principles
- Inclusive infrastructure
- Inclusive products and services
- Accessible communication

> Module 6: Inclusive Development Programming
- Disability analysis
- Inclusive programme design
- Participation of persons with disabilities
- Disability indicators

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> Module 7: Disability-Inclusive Workplaces
- Inclusive recruitment
- Workplace accommodation
- Accessibility policies
- Inclusive organizational culture

> Module 8: Disability and Public Services
- Inclusive service delivery
- Education access
- Health and social services
- Economic participation

> Module 9: Monitoring Disability Inclusion
- Inclusion indicators
- Accessibility audits
- Data collection
- Impact assessment

> Module 10: Disability Inclusion Strategy
- Institutional assessment
- Strategic priorities
- Implementation framework
- Accessibility action plan

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