

**MASHAL – POLICY FOR WORKING WITH PERSONS WITH
DISABILITIES (PWDS)**



**Mashal
20-c, Patliputra Colony, Patna,
Bihar**

FOREWORD BY THE PRESIDENT

It gives me immense joy to present Mashal's *Policy for Working with Persons with Disabilities*. This document reaffirms our deep commitment to promoting equity, dignity, inclusion, and empowerment for all individuals, particularly those who face barriers due to disabilities.

At Mashal, we believe that every person—regardless of ability—has unique gifts to contribute to society. This policy is not just a document but a reflection of our values and the inclusive development we strive for. It ensures that our staff, volunteers, partners, and community members recognize the rights of Persons with Disabilities (PWDs) and actively work towards breaking down the barriers they face.

As President, I urge all associated with Mashal to adopt this policy in both spirit and action. Let us together foster a culture where diversity is celebrated, inclusion is practiced, and every individual is supported to reach their full potential.

With gratitude and hope,



Sister Mary Alice
President, Mashal

1. Purpose

This policy outlines Mashal's commitment to the inclusion, protection, empowerment, and participation of Persons with Disabilities (PwDs) in all its programmes and operations. It sets out guiding principles to ensure dignity, equality, and non-discrimination.

2. Scope

This policy applies to all Board members, staff, volunteers, consultants, and partners engaged in Mashal's programmes and activities involving PwDs.

3. Non-Discrimination and Inclusion

- Mashal shall ensure equal opportunities for PwDs in all its interventions and services.
- PwDs shall not be discriminated against on the basis of disability, gender, age, caste, or socio-economic status.
- Efforts shall be made to create an inclusive environment that respects the dignity, rights, and choices of PwDs.

4. Accessibility

- Mashal shall work towards making its offices, facilities, and programme sites accessible to PwDs.

5. Participation and Representation

- PwDs shall be actively involved in planning, implementation, and monitoring of programmes affecting them. - Mashal shall encourage the formation or strengthening of Disabled Persons' Organisations (DPOs) and self-help groups.

6. Capacity Building

- Staff and volunteers shall be sensitised and trained on disability rights, inclusion, and best practices.
- PwDs shall be provided skill development and livelihood opportunities according to their interests and abilities.

7. Safeguarding and Protection

- Mashal shall ensure that PwDs are protected from abuse, exploitation, neglect, and discrimination.

- Any incident of abuse or violation must be reported and addressed promptly following Mashal's safeguarding procedures.

8. Partnerships and Advocacy

- Mashal shall collaborate with government bodies, NGOs, and networks to advocate for the rights and entitlements of PwDs.
- The organisation shall work to link PwDs with available government schemes and support services.

9. Monitoring and Review

- Programmes involving PwDs shall be periodically reviewed to ensure they remain inclusive and effective.
- This policy shall be reviewed every two years and revised as necessary in consultation with PwDs and stakeholders.

1st version Approved by Governing Body of Mashal on: 12.07.2025

Valid from 12.07.2025 to 30.06.2028

Chinnamma

Chinnamma KC,

Secretary,

Mashal

