



hdri★
Human Development
Research Initiative

ACCESSIBILITY & DISABILITY INCLUSION POLICY

Full and Effective Participation on an Equal Basis with Others

Adopted by the Board of Directors pursuant to Article 31 of the HDRI Statutes

Paris, France



Human Development Research Initiative (HDRI)

50 Rue des Tournelles, 75003 Paris, France

Registration Number: W751275674

EU TRN: 892689452279-12

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PREAMBLE

The Human Development Research Initiative ('HDRI' or 'the Organisation') exists to advance human development and human rights, and disability inclusion is inseparable from that mission: a person cannot fully exercise their rights, their voice, or their potential in an organisation, a research process, or a public debate that is not designed to include them. This Accessibility and Disability Inclusion Policy (the 'Policy') sets out how HDRI gives effect to that principle in its governance, its events, its digital presence, and its programmes.

This Policy is adopted by the Board of Directors pursuant to Article 31 of HDRI's Statutes (the 'Statutes'), and applies within HDRI the social model of disability recognised by the United Nations Convention on the Rights of Persons with Disabilities (the 'CRPD'), ratified by France and by the European Union, under which disability results from the interaction between a person's impairment and the barriers, physical, digital, communicational, or attitudinal, that a given environment places in their way. It is further informed by Directive (EU) 2019/882 (the European Accessibility Act), Directive (EU) 2016/2102 on the accessibility of public sector websites, and French Law No. 2005-102 of 11 February 2005 for the equal rights and opportunities, participation, and citizenship of persons with disabilities.

This Policy proceeds from the premise that accessibility is a matter of design, planned for in advance, rather than a matter of individual accommodation improvised after the fact, while recognising that a specific accommodation will still often be necessary and shall be provided.

This is the final and consolidated version of this Policy and supersedes any prior draft or informal statement of HDRI's approach to accessibility and disability inclusion.

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TITLE I — GENERAL PROVISIONS

Article 1 — Purpose and Legal Basis

This Policy is adopted pursuant to Article 31 of the Statutes for the purpose of ensuring that persons with disabilities can participate fully and on an equal basis in HDRI's governance, events, programmes, and digital communications, and of setting out the concrete measures by which that participation is achieved.

Article 2 — Definitions

For the purposes of this Policy, and consistent with Article 1 of the CRPD: **'persons with disabilities'** includes those who have long-term physical, mental, intellectual, or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in HDRI's activities on an equal basis with others.

'Reasonable accommodation' means a necessary and appropriate modification or adjustment, not imposing a disproportionate or undue burden on HDRI, made to ensure that a person with a disability can participate on an equal basis. **'Universal design'** means the design of an activity, environment, or digital resource so that it is usable by all people, to the greatest extent possible, without the need for later adaptation.

Article 3 — Scope of Application

This Policy applies to HDRI's governance processes, including participation in the General Assembly and Board meetings; to HDRI's events, workshops, and programmes; to HDRI's website and digital communications; and to HDRI's recruitment of staff, interns, research fellows, and volunteers.

Article 4 — Relationship with the Statutes, the Rules of Procedure, and the Code of Conduct

This Policy is subordinate to the Statutes and supplements the registration and General Assembly participation procedures set out in Title IV of the Rules of Procedure and the non-discrimination standards set out in HDRI's Anti-Discrimination Policy. Disability is a protected characteristic for the purposes of that Policy, and conduct amounting to discrimination or harassment on the ground of disability is addressed under its procedures and those of the Code of Conduct.

TITLE II — PRINCIPLES

Article 5 — Dignity and Autonomy

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HDRI treats every person with a disability as the primary authority on their own needs and preferences, and shall consult the person concerned, and not merely assume on their behalf, when determining an appropriate accommodation.

Article 6 – Universal Design as the Default Approach

HDRI designs its events, digital resources, and programmes on the basis of universal design from the outset, so that the need for later, individual accommodation is minimised, while recognising that a specific accommodation will nonetheless often be necessary and shall be provided in accordance with Article 7.

Article 7 – Duty of Reasonable Accommodation

HDRI shall provide a reasonable accommodation requested by a person with a disability in connection with membership, employment, an internship or fellowship, or participation in an HDRI event or programme, unless doing so would impose a disproportionate burden on the Organisation having regard to its size and resources, in which case HDRI shall explain its reasons to the person concerned and consider any alternative accommodation that would meet their needs.

Article 8 – Full and Effective Participation

Persons with disabilities shall be able to participate fully and effectively in HDRI's governance and activities on an equal basis with others, including in the General Assembly, the Board, committees, working groups, and public-facing events, consistent with the CRPD's guarantee of political and public participation.

TITLE III – OPERATIONAL MEASURES

Article 9 – Physical Accessibility of Venues

In selecting a venue for a General Assembly, Board meeting, or event, the organiser shall verify, so far as reasonably practicable, that the venue is accessible to wheelchair users and persons with reduced mobility, including step-free access, an accessible toilet, and adequate space for movement, and shall state the accessibility features of the venue in the notice or registration form for the event.

Article 10 – Accessible Registration and Accommodation Requests

The registration form used for the General Assembly under Article 17 of the Rules of Procedure, and any registration form used for an HDRI event, shall include a clear and simple means for a participant to indicate a disability-related accommodation need, such as step-free access, a sign language interpreter, live captioning, materials in an alternative format, or a support person, and HDRI shall make reasonable efforts to meet a request made within the stated deadline.

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A request for accommodation made after the stated deadline shall nonetheless be considered and met so far as reasonably practicable in the time available.

Article 11 – Remote and Hybrid Participation

Where remote or hybrid participation in a General Assembly or Board meeting is available under Article 26 of the Statutes and the Rules of Procedure, it shall be offered as one recognised means by which a member with a disability may exercise their right to attend and vote, and its availability shall not be treated as a lesser or informal form of participation.

Article 12 – Digital Accessibility

HDRI's website and the digital documents it publishes shall be designed, so far as reasonably practicable, to meet a recognised accessibility standard such as the Web Content Accessibility Guidelines (WCAG) at level AA, including the provision of text alternatives for images, sufficient colour contrast, and navigability by keyboard and screen reader. A document that cannot readily be made accessible in its original format shall be made available in an alternative accessible format on request.

Article 13 – Communication Formats

Notices, invitations, and key documents relating to the General Assembly, Board meetings, or major events shall be available, on request and within a reasonable time, in an alternative format, such as a larger font, a screen-reader-compatible document, or plain-language summary, appropriate to the request made.

Article 14 – Recruitment and Engagement

HDRI's recruitment processes for staff, internship, and fellowship positions shall be designed to be accessible, including accessible application formats and, on request, an adjustment to the format or setting of an interview, and a candidate's disability shall not be a factor in any recruitment decision except where a specific, genuine, and proportionate requirement of the role cannot otherwise be met.

Article 15 – Programmes and Beneficiaries

In designing youth workshops, advocacy academies, and other programmes involving external participants, programme staff shall apply the principles of this Policy to the participants of those programmes and not only to HDRI's own members and staff, consistent with Article 11 of HDRI's Anti-Discrimination Policy.

TITLE IV – MONITORING, REPORTING, AND FINAL PROVISIONS



Article 16 — Accessibility Focal Point

The Board shall designate a Board member or senior staff member as HDRI's Accessibility Focal Point, responsible for advising on accommodation requests, monitoring implementation of this Policy, and serving as a point of contact for a member, participant, or staff member wishing to raise an accessibility concern.

Article 17 — Reporting a Concern

A person who considers that a reasonable accommodation has been wrongly refused, or that this Policy has otherwise not been complied with, may raise the matter with the Accessibility Focal Point or through the general reporting channel described in Article 26 of the Code of Conduct, and is protected against retaliation on the same terms as set out in Article 27 of the Code of Conduct.

Article 18 — Annual Review

The Accessibility Focal Point shall present to the Board, at least once a year, a short written review of accommodation requests received and how they were met, the accessibility of HDRI's digital resources, and any recommendation for further measures.

Article 19 — Amendment

This Policy may be adopted, amended, or repealed at any time by a simple majority decision of the Board, in accordance with Article 31 of the Statutes, and any amendment shall be communicated to all members within fifteen (15) days.

Article 20 — Entry into Force

This Policy enters into force upon its adoption by the Board of Directors and remains in force, as amended from time to time, until repealed by a subsequent decision of the Board.



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ADOPTION

This Accessibility and Disability Inclusion Policy, comprising Four Titles and Twenty Articles, was duly adopted by the Board of Directors of the Human Development Research Initiative (HDRI) at a duly convened meeting, pursuant to Article 31 of the Statutes, and constitutes, from the date of its adoption, the Organisation's sole and complete policy on the matters it addresses.

Gurgen Petrosyan

President of HDRI

Date: 11 September 2026

Signature:

Sofia Balas

Secretary General

Date: 11 September 2026

Signature:

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