



## Committing to the “4 Disability Equality Fundamentals” that make disability confidence and then inclusion possible

1. The business will not make assumptions regarding human potential based on disability related labels, categories, stereotypes
  - ⇒ Such as: we have Zero Tolerance for blanket exclusions and stereotyped assumptions: ie ‘blind people can’t work here’; ‘people with disabilities are less productive’
2. The business will be as barrier free as possible for groups of people with similar access needs
  - ⇒ Such as: Ramps, accessible websites, transport systems, video captions...
3. The business will make the reasonable adjustments which enable individuals to contribute to business success, and to access our goods and services – all on an equal basis.
  - ⇒ Such as: Sign language interpreters, voice activated software, flexitime...
4. When meeting our moral, ethical, and legal obligations related to international instruments and standards e.g. ILO Labour Conventions, the UNCRPD and the ILO Business & Human Rights Framework, the business will routinely respect the labour, consumer and human rights of disabled people as future and existing employees, and as suppliers, customers, and community stakeholders.
  - ⇒ Such as: Our obligation to ensure equal pay for equal work, as per the ILO Convention, extends to our employees with disabilities : our zero tolerance of harassment extends to women with disabilities: our emergency egress plans include plans for disabled customers....regardless of local law.

All of which requires the organisation to understand and proactively anticipate the impact of disability on the business, and on the communities and economies in which we operate. While enabling it to deliver the best practice called: “disability confidence”

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