

Disability Inclusion Policy

1. Purpose

Vets Beyond Borders (VBB) is committed to fostering an inclusive environment where all individuals, regardless of their abilities, can participate and contribute to our mission of providing volunteer veterinary services to animal welfare groups in the Asia Pacific region. We recognise the inherent value and unique perspectives that individuals with disabilities bring to our organisation and are dedicated to promoting diversity, equity, and inclusion in all aspects of our work.

2. Scope of the policy

This policy applies to all employees, volunteers, partners, and stakeholders of Vets Beyond Borders, including veterinary professionals, administrative staff, and individuals accessing our services.

3. Policy Statement

3.1. Commitment to Disability Inclusion - We are committed to creating a welcoming and supportive environment for individuals with disabilities. We will:

- 3.1.1. Respect the dignity, autonomy, and rights of individuals with disabilities.
- 3.1.2. Proactively identify and remove barriers to participation in our programs and activities.
- 3.1.3. Provide reasonable accommodations to ensure equal access and opportunities for individuals with disabilities.
- 3.1.4. Foster a culture of openness, acceptance, and mutual respect towards individuals with disabilities.
- 3.1.5. Continuously review and improve our practices to enhance disability inclusion.

3.2. Accessible Services - We are committed to providing accessible services to individuals with disabilities. We will:

- 3.2.1. Ensure that our website and online resources are accessible and compliant with relevant accessibility standards.
- 3.2.2. Train our staff and volunteers on disability awareness and effective communication with individuals with disabilities.

3.3. Reasonable Accommodations - We will provide reasonable accommodations to support the participation of individuals with disabilities in our programs and activities. Reasonable accommodations may include:

- 3.3.1. Modifying work duties or schedules to accommodate individuals with physical or mental health disabilities.

- 3.3.2. Providing assistive technology or equipment to facilitate access to information and communication.
- 3.3.3. Offering additional support or resources to individuals with learning disabilities or cognitive impairments.

3.4. **Non-Discrimination** - Vets Beyond Borders prohibits discrimination based on disability in recruitment, hiring, training, promotion, and all other employment practices. We will not tolerate harassment or mistreatment of individuals with disabilities in any form.

3.5. **Compliance** - Vets Beyond Borders will comply with all applicable laws and regulations related to disability rights and accessibility. We will monitor our compliance with this policy and take appropriate action to address any instances of non-compliance.

3.6. **Confidentiality and Privacy** - We will respect the privacy and confidentiality of individuals with disabilities. Personal information related to an individual's disability will be kept confidential and disclosed only on a need-to-know basis.

4. Roles, responsibilities and delegations

ROLE	RESPONSIBILITY
Governance Committee Chair	Oversee the inclusion of equitable access and opportunities for all individuals, including those with disabilities, within our veterinary programs.
General Manager	Ensure that all reasonable accommodation is made for all individuals, including those with disabilities, within our veterinary programs.

5. Related documents and links

- Vets Beyond Borders [Code of Conduct](#)
- Vets Beyond Borders [Privacy Policy](#)

6. Definitions

Disability includes long-term physical, mental health, intellectual, neurological or sensory differences which, in interaction with various attitudinal and environmental



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barriers, may hinder full and effective participation in society on an equal basis with others.

Accessible means able to be reached or easily obtained.

Reasonable accommodation is an adjustment made in a system to accommodate or make fair the same system for an individual based on a proven need. That need can vary. Accommodations can be religious, physical, mental or emotional, academic, or employment-related, and law often mandates them.

Staff means paid employees and individuals contracted by Vets Beyond Borders to perform specific tasks or roles.

Volunteer means an individual who freely offers their time and services to Vets Beyond Borders without financial compensation.

Approved By	Board of Directors
Policy Owner	Governance Committee Chair
Last Reviewed	17 June 2024