

ITU Accessibility Policy for persons with disabilities



Goals and objectives

The Goals of the ITU Accessibility Policy are:

- Goal 1: to set up the framework and processes to make ITU an accessible organization for Persons with Disabilities and Persons with Specific Needs including age-related disabilities, by achieving their full participation in all ITU activities, either as staff members¹ and other collaborators (consultants/experts, interns, etc.), delegates/meeting participants, or general public; and
- Goal 2: to build-up on the accessibility-related activities, outputs, and outcomes performed by the ITU Sectors, finding out synergies to better promote and enable worldwide ICT accessibility and access to ICTs for Persons with Disabilities and Persons with Specific Needs.

The Objectives of the ITU Accessibility Policy are:

1. To make ITU facilities accessible, as per recognized international standards and best practices.
2. To enhance staff and management awareness and knowledge on accessibility-related issues.
3. To raise awareness between delegates on accessibility-related matters.
4. To undertake the necessary measures in order to provide accessible accommodations for ITU events. These measures include, but are not limited to:
 - a. Providing, when and if required, accessibility facilities (such as real-time captioning and/or remote sign language interpretation).
 - b. Expanding the fellowship programme² to enable delegates with disabilities and ITU member's representatives, in particular those coming from LDCs and low-income countries, to participate in the work of ITU.
5. To ensure that structure and contents of ITU websites, videos, publications, and whatever digital documents and digital information are digitally accessible and in line with the accessibility requirements and standards in force; including ensuring that web developers, web masters, and

¹ Within the limits fixed by the Mandatory age for retirement.

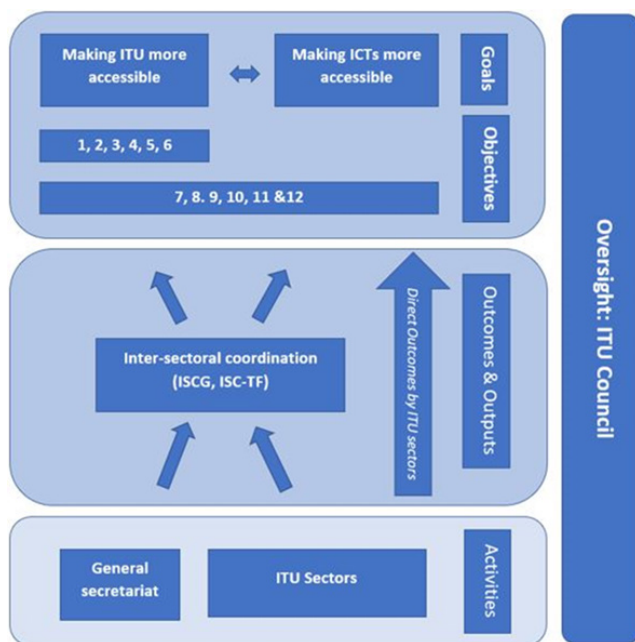
² As per SO No. 21/02, Policy for awarding fellowships for events and activities funded through the ITU regular budget

communication officers as well as all relevant staff receive appropriate training for this purpose.

6. To enhance procurement policies in order to ensure that relevant goods and services acquired are accessible or do not create new barriers, as well as ensuring that the procurement process is accessible.
7. To ensure that accessibility is mainstreamed in processes such as recruitment in line with UNDIS.
8. To enhance intersectoral collaboration on accessibility-related issues, leveraging internal knowledge and expertise.
9. To ensure that accessibility is reflected in ITU Strategic Plans and sector specific plans and that relevant data is gathered to assess and monitor performance advance towards ITU accessibility and digital accessibility-related Strategic Target(s).
10. To mainstream accessibility for persons with disabilities in the programmatic activities of the three Sectors and the General Secretariat, by ensuring appropriate resources to support corresponding activities' implementation, monitoring, and evaluation.
11. To strengthen collaboration on accessibility-related matters within the UN Common System and with relevant organizations representing persons with disabilities, to facilitate related disability inclusion work of ITU and with ITU Membership.
12. To secure a budget line to ensure that the objectives above can be achieved on an ITU-wide basis.

The Framework

Figure 1: The ITU Accessibility Framework



Methodology and implementation

An ITU-wide Accessibility Strategy aiming to achieve the above-mentioned objectives, with regular monitoring, evaluation, and reporting on the achievements and related implementation, should be developed.

This Strategy should include key performance indicators (KPIs) for implementation of each objective, estimation of the necessary resources, indicate milestones and timelines, expected and achieved results, as well as evaluation of risks and proposed mitigation.

A detailed report on the ITU accessibility policy and framework implementation should be presented to the 2022 Session of the Council, and regular updates should be presented to further Council sessions.

Resources

To ensure implementation of this policy, allocation of necessary funding is key. Currently there is no separate budget for accessibility services. Real-time captioning and sign-language interpretation have been offered in select ITU events for several years but covered by ad-hoc funds (e.g. an event organizers' budget).

ITU membership is further encouraged to contribute to the implementation of the ITU accessibility policy for persons with disabilities through the ITU Accessibility Fund for the Digital Inclusion of Persons with Disabilities, set up by ITU as instructed in Resolution 175 (Rev. Dubai, 2018). The Fund has not been replenished since 2018.

Review

The revised ITU accessibility Policy for persons with disabilities shall be implemented within available allocated resources and shall come into effect as of the date of its endorsement by ITU Council.

The ITU accessibility Policy for persons with disabilities will be reviewed and updated at least every four years after its inception to draw from emerging best practices and lessons learned and also include technology progress in the topic of digital accessibility.

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