Disability-Inclusive Gender-Based Violence Prevention and Response:
A guide for civil society organisations in Uganda

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Sightsavers promotes a disability-inclusive response to gender-based violence.

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About Sightsavers

Sightsavers is an international nongovernmental organisation based in the United Kingdom. Our vision is of a world where no one is blind from avoidable causes, and where persons with disabilities can participate equally in society.

www.sightsavers.org
About this document

Introduction

As part of our social inclusion strategy, Sightsavers is committed to working with partners to address gender-based violence (GBV). We focus particularly on ensuring that GBV prevention and response services are inclusive of women, girls, men and boys with disabilities in all their diversity to ensure gender-transformative change.¹

Women and girls with disabilities are at an increased risk of GBV and are less likely to report violations due to multiple barriers. These include negative stereotyping, stigma and discriminatory attitudes, economic costs, inaccessible communication and information, inaccessible public spaces and transport, and incomplete or ineffective policy implementation. Although 18% of women and girls have a disability,² women and girls with disabilities are often absent from laws, policies and programmes about GBV.

Sightsavers held a workshop in 2023 with a range of stakeholders involved in GBV prevention and response in Uganda where we learned about the barriers to accessing and providing disability-inclusive services. Workshop participants also produced a set of recommendations for addressing these barriers and shared the need for practical tools to support this work.

This guide has been designed to help civil society organisations ensure that their work on GBV prevention and response is inclusive of persons with disabilities in all their diversity. It is based on the recommendations that emerged from the stakeholder workshop and it has been validated by the women and girls with disabilities involved. By civil society organisations we mean those groups outside of state institutions, including nongovernmental organisations (NGOs) providing GBV support services; faith-based organisations; cultural organisations; and community groups.


Disability and gender-based violence

What is disability?
The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) was created to improve attitudes and approaches to persons with disabilities around the world. The convention moves away from historical attitudes towards persons with disabilities as "objects" of charity, medical treatment and social protection. Instead, it views persons with disabilities as "subjects" with rights, who are capable of claiming those rights, making their own decisions, and actively participating in society.4

The National Population and Housing Census 2016 by the Uganda Bureau of National Statistics (UBOS) shows that 12.4% of the population, or approximately 4.5 million Ugandans, lives with some form of disability.4 Uganda ratified the UNCRPD in 2008, meaning it is committed to harmonising domestic law in line with international human rights.

The UNCRPD describes persons with disabilities as "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 society on an equal basis with others."5 This definition moves away from previous understandings of disability as a fixed, physical impairment located in an individual's body. Instead, we now understand disability as the result of impairments plus attitudinal, environmental, and institutional barriers:

Impairment + Barriers = Disability

Becoming more disability inclusive means working to dismantle the barriers that prevent persons with disabilities from thriving as full and equal members of society. The National Disability Policy of Uganda states that disability is a permanent and substantial functional limitation in daily life activities caused by physical, mental or sensory impairment and environmental barriers resulting in limited participation.

What is gender-based violence?
The Ugandan national GBV policy is based on the World Health Organization (WHO) definition. WHO defines violence against women and girls as "any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life." Gender-based violence can take a variety of forms—physical, emotional, psychological, sexual, economic—and can include violence perpetrated by intimate partners, family members, caregivers, medical or other service providers, law enforcement, military personnel, educators, employers, and strangers.

Gender-based violence and disability

Gender-based violence (GBV) is the world’s most pervasive human rights violation, affecting more than one in three women and girls globally. GBV can be physical, sexual, economic, psychological, and emotional. It can take place in person and through the use of technology such as phone messaging apps or social media platforms. GBV is rooted in and perpetuates gender inequality. It is a barrier to the equal participation of women and girls with men and boys in social, economic, and political areas of life. GBV constitutes a violation of human rights, a threat to public health, and a fundamental obstacle to the achievement of gender equality and the Sustainable Development Goals.6 In Uganda, GBV is one of the most oppressive forms of gender inequality.7 According to the 2016 Uganda Demographic and Health Survey, half of women and girls aged 15-49 have experienced some form of physical violence since the age of 15.8
Along with gender inequality, stigma and discrimination towards persons with disabilities is another widespread form of oppression. The combination, or intersection, of characteristics means that women and girls with disabilities are at particularly high risk of GBV. A recent study found that in some countries in Sub-Saharan Africa and South Asia, women and girls with disabilities were nearly twice as likely to have been subject to GBV in the past year compared to those without disabilities.8 Women and girls with disabilities are also more likely to be subjected to non-partner sexual violence and the violation of their sexual and reproductive health rights through forced sterilisation and contraception, female genital mutilation, and coerced abortion. Women and girls with disabilities are also at risk of specific forms of violence including the removal of assistive devices, over- and under-medication, and neglect.10

The risk of being subject to GBV increases for women and girls with more severe or complex disabilities.11 For example, women and girls with sensory or intellectual disabilities who have challenges communicating are often presumed to be less likely to report GBV and may be specifically targeted by abusive men. GBV also increases during emergencies, such as the COVID-19 pandemic, and women and girls with disabilities are again at higher risk.12

A recent study in the British Medical Journal (Global Health) found that in some countries in Sub-Saharan Africa and South Asia, women and girls with disabilities were nearly twice as likely to have been subject to GBV in the past year compared to those without disabilities.

Gender-based violence prevention and response must be disability inclusive

Women and girls with disabilities are at higher risk of GBV. This risk is exacerbated when GBV prevention work and response services are not inclusive. If survivors cannot access information and support, they are denied the inclusive care and justice they are entitled to, and they are left at risk of ongoing violence.

Taking a human rights approach to GBV prevention and response means working with women and girls with disabilities, including GBV survivors, to spread awareness of their rights and their value as equal citizens. It also means ensuring that response services are disability inclusive. GBV work must also take a gender-transformative approach, working to challenge and transform the unequal power dynamics between men and boys, and women and girls that condone and perpetuate violence. Working to activate and uphold the rights of citizens in all their diversity puts us on the road to an inclusive, equitable, and just society.

The economic cost of GBV

GBV in Uganda is estimated to carry an annual economic cost of more than $20 billion US dollars.13 Service providers (including police, health centres, courts, and shelters) spend more than $14 billion annually on GBV response work. At the same time, GBV costs individuals $5 billion in out of pocket expenditure every year. This includes the costs of seeking care and justice, and the money lost when survivors are unable to work.
Using this guide

A holistic approach is key to a disability-inclusive strategy for tackling GBV. This guide promotes actions on prevention and response that can be undertaken in parallel. These actions are organised under four themes:

01 Attitudes and Behaviours

02 Information and Communication

03 Accessible Services

04 Systems and Processes

Principles

This guide is informed by six key principles:

Respect
- Survivor-centred response: the experience and the best interests of survivors are at the heart of any action.
- The only person responsible for violence is the perpetrator. The survivor is never to blame.

Confidentiality
- Survivors must feel safe to share their experience in confidence. A survivor should never be pressured to share more, nor to move at a faster pace, than they are comfortable with.
- Information about survivors must be protected and stored securely.

Safety and Security
- First do no harm: in every action taken or intended, no harm should be suffered by the survivor as a result.

Non-discrimination
- Survivors in all their diversity must be safe to report GBV and access the care and justice to which they are entitled.

Inclusiveness
- This principal embraces the concept of intersectionality, recognising that individuals may experience overlapping forms of discrimination. For example, a woman with a disability may face unique challenges, and an inclusive approach addresses the intersection of gender and disability in GBV prevention and response.

Restoring hope
- This is a critical principle in GBV prevention and response work. It contributes to the holistic wellbeing of survivors and fosters a society that actively works towards the prevention and eradication of gender-based violence. This principle recognises the resilience of survivors and promotes a vision of a future free from violence.

Advocacy actions are integrated across the four themes.

The actions are also linked to different time horizons: immediate actions, ongoing work, and the long-term goals this work is leading to.
Legislative and policy environment

The UNCRPD acknowledges that women and girls with disabilities are subject to multiple discrimination. The UNCRPD includes a stand-alone article on women and girls with disabilities (Article 6). It also stipulates that governments should put in place effective legislation and policies with a focus on women and girls with disabilities to protect them from exploitation, violence, and abuse (Article 16, paragraph 5). The UNCRPD General Comment No. 3, 2016 provides some strong recommendations to address multiple and intersectional discrimination against women and girls with disabilities.

In addition to the UNCRPD, another relevant international human rights instrument is the UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). CEDAW is an international legal instrument that requires countries to eliminate discrimination against women and girls in all areas and promotes women's and girls' equal rights. CEDAW recognises GBV against women and girls as "one of the fundamental social, political and economic means by which the subordinate position of women with respect to men and their stereotyped roles are perpetuated". It makes clear that GBV is a "critical obstacle" to the fulfilment of women's and girls' human rights and fundamental freedoms.

Several CEDAW General Recommendations address the intersectional discrimination faced by women and girls with disabilities.

The Government of Uganda has ratified CEDAW and has committed to "exercise due diligence, to prevent, investigate and, in accordance with national legislation, punish acts of violence against women, whether those acts are perpetrated by the State or by private persons". CEDAW also recognises that most countries now have domestic legislation intended to eradicate GBV, but that implementation often falls short. The Government of Uganda has passed laws and created policies to address and ultimately eradicate GBV in the country, but women and girls remain unsafe and unprotected. Women and girls with disabilities are at particularly high risk of GBV, despite the legislation designed to uphold their rights and eradicate GBV.

The National Policy on Elimination of Gender Based Violence 2016 aims to integrate rights and commitments now enshrined in the Persons with Disabilities Act 2020. The policy, implemented fully and effectively, will ensure GBV prevention and response work is inclusive of persons with disabilities in all their diversity. Ongoing advocacy efforts are required to ensure that happens as soon as possible.

For more information about policies and legislation relevant to disability-inclusive GBV prevention and response in Uganda read this Sightsavers’ report.
Negative stereotyping and discriminatory attitudes put women and girls with disabilities at higher risk of GBV. They prevent survivors with disabilities seeking and receiving the inclusive care and justice they are entitled to.
**Prevention**

**Immediate Actions**
- Build relationships with organisations of persons with disabilities (OPDs), especially organisations of women and girls with disabilities, and other organisations focused on disability inclusion. Do this with a view to learning and collaborating around inclusive GBV prevention strategies.
- Build relationships and work with Ministry of Gender, Labour and Social Development.
- Build relationships and work with National Council for Persons with Disability.

**Ongoing Actions**
- Establish partnerships with OPDs for knowledge exchange, training, and collaborative advocacy for disability-inclusive GBV prevention and response.
- Work with partners to organise disability inclusion training for everyone working in your organisation, with a focus on GBV prevention and response. All staff should be trained, including reception staff, security staff, drivers, etc.
- Participate in government-led national and local education and awareness campaigns designed to address negative attitudes and discrimination towards persons with disabilities and raise awareness of higher GBV risk.
- These campaigns should be designed in consultation with persons with disabilities, especially women and girls, and disseminated in accessible formats across print media, radio, television, and social media. Click here for guidance about inclusive communication: [tinyurl.com/2wczw7ps](tinyurl.com/2wczw7ps)
- Advocate for the inclusion of women and girls with disabilities in development programmes, particularly those focused on economic empowerment, as part of GBV prevention strategies. Advise on risk management where women's and girls' greater independence may increase the immediate risk of GBV.

**Long-term Goals**
- Collaboration and training leads to more inclusive GBV prevention work. Service providers are more aware of persons with disabilities being at high risk of GBV and this knowledge is incorporated into prevention strategies.
- Social norms are addressed by reducing negative attitudes and discrimination towards persons with disabilities.
- Awareness of the high risk of GBV for women and girls with disabilities is increased.
- Persons know how to contact GBV support services on behalf of themselves or others.
- Survivors feel more confident reporting GBV and claiming their rights to justice and inclusive response services.

**Response**

**Immediate Actions**
- Prioritise the safety of the survivor and the confidentiality of your interaction.
- Inform the survivor of their rights to inclusive care and justice. Assure them that you are a disability-inclusive organisation and demonstrate this by taking time to ask how you can best support them. Be patient if survivors find it challenging to communicate.
- Build relationships with organisations of persons with disabilities (OPDs), especially organisations of women and girls with disabilities, and other organisations focused on disability inclusion. Do this with a view to mutual learning and collaboration around inclusive GBV response services.

**Ongoing Actions**
- Work with partners to organise disability-inclusive response training for everyone working in your organisation. All staff should be trained, including reception staff, security staff, drivers, etc.
- Foster a culture of monitoring and accountability with a specific focus on disability inclusion. Seek advice from partners about how to incorporate disability inclusion into your monitoring and evaluation frameworks.
- Foster peer support networks among survivors with and without disabilities.

**Long-term Goals**
- Everyone in your organisation has been trained in disability inclusion. Disability inclusion champions lead on best practice and signposting to allied services.
- Your organisation has integrated disability inclusion into its core practice as a responsibility shared by all staff. You use data and evidence to continually improve disability-inclusive GBV response services.
- Survivors with and without disabilities have access to mutual support and shared understanding. This further integrates disability inclusion into GBV response services.
Without information and guidance, survivors with disabilities cannot report GBV or seek the support they are entitled to. It is essential that information about GBV risk and prevention, reporting processes and response services, is shared with persons with disabilities in a range of accessible formats.
Prevention

Immediate Actions
- Consult with OPDs, especially organisations of women and girls with disabilities, and survivors with disabilities about the gaps in current GBV prevention campaigns and strategies. Do this to understand what information persons with disabilities do and do not have access to.
- Build relationships and work with Ministry of Gender, Labour and Social Development.
- Build relationships and work with National Council for Persons with Disability.

Ongoing Actions
- Collaborate with OPDs, especially organisations of women and girls with disabilities, and survivors with disabilities to co-design GBV prevention awareness campaigns and distribute accessible resources. In particular, share information about the rights of persons with disabilities and summarise relevant legislation in accessible formats including visual depictions, plain language, and audio recordings. Click here for guidance about inclusive communication: tinyurl.com/2wczw7ps
- Work with civil society networks as communication channels for sharing information about GBV prevention and the rights of persons with disabilities. This should include community, faith-based and cultural organisations, as well as women’s and girls’ rights organisations and OPDs, especially organisations of women and girls with disabilities.
- Work with partners to monitor and evaluate the effectiveness of inclusive communication strategies for rights awareness and GBV prevention.

Long-term Goals
- Persons with disabilities have greater access to information and are more aware of their rights and how to claim them.
- Civil society is more alert to the rights of persons with disabilities and their higher risk of experiencing GBV. It understands prevention as a shared responsibility.
- Data and evidence is used to continually improve inclusive accessible communication around rights, GBV risk and prevention.

Response

Immediate Actions
- Consult with OPDs, especially organisations of women and girls with disabilities, and GBV survivors with disabilities about what information they do and do not have access to about GBV response services.

Ongoing Actions
- Collaborate with government ministries, OPDs, especially organisations of women and girls with disabilities, and survivors with disabilities to co-design and deliver awareness campaigns and accessible resources about GBV response services.
- Resources should include step-by-step guidance about reporting processes and support services in accessible formats including visual depictions, plain language, and audio recordings. You can see an example of accessible guidance materials at tinyurl.com/bp57evbf and find a toolkit for inclusive communications at tinyurl.com/56s7wyre
- Work with civil society networks as communication channels for sharing these accessible resources. This should include community, faith-based and cultural organisations, as well as women’s and girls’ rights organisations and OPDs, especially organisations of women and girls with disabilities.
- Where possible, work with local community health teams to identify women and girls with disabilities who may be confined to home and/or not have access to technology or support networks. These women and girls may need one-to-one engagement to share information about GBV response services where it is safe to do so.

Long-term Goals
- Persons with disabilities are included in all efforts to share information about GBV response services and how to access them. Survivors with disabilities in all their diversity are aware of how to report GBV and they are confident that the support they receive will be accessible, inclusive, and safe.
Inaccessible transport and spaces are a major barrier that prevent survivors with disabilities reporting violence and receiving the inclusive care and justice they are entitled to. GBV response and support services must be accessible to survivors in all their diversity.
**Prevention**

**Immediate Actions**
- Ensure that information about the services or support you provide is shared in accessible formats through OPDs, especially organisations of women and girls with disabilities, and civil society networks. (See Communication and Information above.)
- Build relationships and work with Ministry of Gender, Labour and Social Development
- Build relationships and work with National Council for Persons with Disability.

**Ongoing Actions**
- Work towards ensuring that channels for reporting concern for a person at high risk, or GBV incidents that have occurred, including confidential helplines, are accessible for persons with disabilities.

**Long-term Goals**
- The full referral pathway for GBV prevention and response is inclusive of persons with disabilities in all their diversity.

**Response**

**Immediate Actions**
- Work with OPD partners, especially organisations of women and girls with disabilities, to conduct a disability- and gender-sensitive accessibility audit of your physical premises, and any services you provide. This should include communication methods. You can find an accessibility audit toolkit and guidance here: [www.sightsavers.org/disability/health/accessibility-standards/](http://www.sightsavers.org/disability/health/accessibility-standards/)
- Where long-term changes are required, plan for short-term adaptations where possible. For example:
  - If your building is not accessible for wheelchair users, arrange an alternative space where you can work with survivors who use wheelchairs or other mobility aids.
  - If bathrooms are inaccessible, ensure a private accessible space is available where a support worker or companion can help a survivor with intimate care.
  - Build relationships with OPDs, especially organisations of women and girls with disabilities, who can provide expertise about the access needs of survivors with specific disabilities. For example, arrange to have a sign language interpreter on call for work with Deaf survivors.
  - Explore collaborating with other civil society organisations to provide free, safe and accessible transport for survivors.

**Ongoing Actions**
- Work with partners to develop an achievable action plan for improving the accessibility of your services over time. Include practical and realistic adaptations to the physical environment; training or recruitment of sign language interpreters; the availability of support staff; arrangements to use alternative spaces or conduct home visits where safe.
- Work with OPD partners, especially organisations of women and girls with disabilities, to develop mobile services and disability-inclusive outreach programmes. Consider remote services using mobile phone case management, WhatsApp messaging, video conferencing, and the use of panic alarms.
- Establish feedback mechanisms for survivors with disabilities to report accessibility issues and suggest improvements.
- Advocate for the full and effective implementation of legislation that mandates accessible infrastructure for persons with disabilities.
- Advocate for adequate funding to uphold legislation and implement disability-inclusive GBV response services, including the provision of free, safe and accessible transport for survivors.

**Long-term Goals**
- All GBV response and support services are accessible and equipped to respond to the needs of survivors with disabilities in all their diversity.
Disconnected services and a lack of financial and emotional support prevent survivors with disabilities from accessing the inclusive care and justice they are entitled to.
**Prevention**

**Immediate Actions**
- Build relationships with organisations of persons with disabilities (OPDs), especially organisations of women and girls with disabilities, and GBV survivors with disabilities. Do this with a view to mutual learning and closer collaboration around inclusive and joined-up GBV prevention strategies.
- Build relationships and work with Ministry of Gender, Labour and Social Development.
- Build relationships and work with National Council for Persons with Disability.

**Ongoing Actions**
- Work with state institutions to enable the greater inclusion of persons with disabilities, especially women and survivors with disabilities, in consultations and decision-making processes for GBV prevention strategies.

**Long-term Goals**
- GBV prevention strategies are collaborative, joined-up and co-produced with OPD partners, especially organisations of women and girls with disabilities, and survivors with disabilities.

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**Response**

**Immediate Actions**
- Build relationships with organisations of persons with disabilities (OPDs), especially organisations of women and girls with disabilities, and GBV survivors with disabilities. Do this with a view to mutual learning and closer collaboration around inclusive and joined-up GBV response and support services.
- Support organisations of women and girls with disabilities to join the National GBV Reference Group, to amplify their voices and influence disability inclusion in GBV prevention and response strategies.
- With survivors’ consent, begin capturing data about disability status from service users. Use rigorous data protection methods. Seek advice from partners about how to integrate disability data into the monitoring and evaluation of services.

**Ongoing Actions**
- Participate in the government-led creation of multi-disciplinary teams of healthcare providers, legal experts, social workers, and OPD representatives, especially organisations of women and girls with disabilities, working toward the closer integration and improved inclusion of GBV response and support services.
- Allocated specific budget lines for disability inclusion and accessibility. Where possible, collaborate with other organisations to maximise resources and expertise. Work towards establishing a survivor accompaniment system, to help survivors with disabilities navigate GBV referral, response and support pathways.
- Advocate for the full and effective implementation of national policies to enable access to inclusive care and justice for GBV survivors with disabilities.
- Foster supportive peer networks for survivors with disabilities to build connections and share experiences.

**Long-term Goals**
- GBV survivors with disabilities have access to comprehensive and coordinated care, support, and justice. One stop centres are established where GBV survivors are provided with emergency support and resources through a survivors’ support forum. Survivors are matched with a support worker who helps them navigate disability-inclusive services from healthcare and psychosocial support, to police response and judicial processes. GBV survivors with disabilities in all their diversity feel confident that when they seek help they will receive the inclusive care and justice they are entitled to.
Endnotes

1 Diversity includes indigenous persons; refugee, migrant, asylum-seekings and internally displaced persons; those in detention (hospitals, residential institutions, juvenile or correctional facilities, and prisons); persons living in poverty; persons from different ethnic, religious and racial backgrounds; persons with multiple disabilities and high levels of support; and persons with albinism. The diversity of persons with disabilities also includes all types of impairments, or in other words physical, psychosocial, intellectual, or sensory conditions that may or may not come with functional limitations.

2 Sightsavers’ Disability Rights webpage: tinyurl.com/4mbt8t6x

3 UN Convention On The Rights Of Persons With Disabilities: tinyurl.com/4bbbyyvak

4 Uganda’s National Population and Housing Census: tinyurl.com/42rw6bpm

5 Frequently Asked Questions regarding the Convention on the Rights of Persons with Disabilities: tinyurl.com/mwkc4dw

6 Social Development Direct’s Rapid Review on Disability-Inclusive VAWG Programming: tinyurl.com/mpckh9mx

7 Human Rights Watch report - Discrimination and violence against women with disabilities in northern Uganda: tinyurl.com/t2mt2hwh

8 Uganda 2016 Demographic and Health Survey - Key Findings: tinyurl.com/mb62j9ss

9 Intimate Partner Violence among Women with and without Disabilities - A Pooled Analysis of Baseline Data from Seven Violence-Prevention Programmes: tinyurl.com/bdd74k9c

10 Social Development Direct’s Rapid Review on Disability-Inclusive VAWG Programming: tinyurl.com/mpckh9mx

11 Intimate Partner Violence among Women with and without Disabilities - A Pooled Analysis of Baseline Data from Seven Violence-Prevention Programmes: tinyurl.com/bdd74k9c


13 CEDOVIP Report on The Economic Costs of Domestic Violence in Uganda: tinyurl.com/2p99wvf

14 Launch of CEDAW General Recommendation No. 35 on gender-based violence against women, updating General Recommendation No. 19: tinyurl.com/3bb6dn4k

15 Declaration on the Elimination of Violence against Women: tinyurl.com/mdncvnz6

16 Social Development Direct’s Rapid Review on Disability-Inclusive VAWG Programming: tinyurl.com/mpckh9mx

17 Reflections from Implementation at District and Community Level: tinyurl.com/yz4utehj

More Information and Resources

Legislation and policies

The United Nations Convention on the Rights of Persons with Disabilities: tinyurl.com/4bbbyyvak

UNCRPD General Comment No.3, 2016, on Article 6 - Women and Girls with Disabilities: tinyurl.com/p4va98jf

Easy-read summary of the UNCRPD: tinyurl.com/4cyhddm9

Summary of Uganda Persons with Disabilities Act 2020: tinyurl.com/56kdt2s

The National Policy on the Elimination of GBV in Uganda 2016: tinyurl.com/3xkdudzt

The impact of GBV

CEDOVIP Report on The Economic Costs of Domestic Violence in Uganda: tinyurl.com/2p99wvf

Human Rights Watch report - Discrimination and violence against women with disabilities in northern Uganda: tinyurl.com/t2mt2hwh

Rapid Review on Disability-Inclusive Violence Against Women and Girls Programming: tinyurl.com/mpckh9mx

Intimate Partner Violence among Women with and without Disabilities - A Pooled Analysis of Baseline Data from Seven Violence-Prevention Programmes: tinyurl.com/bdd74k9c


Sightsavers report - Empowering change: A stakeholder analysis for inclusive gender-based violence services for women with disabilities in Uganda: tinyurl.com/4km2fjk8

Inclusive practice guides and toolkits

Sightsavers accessibility standards and audit pack: tinyurl.com/5n6nj9wd

Sightsavers inclusive communications pack: tinyurl.com/2wczw7ps

Example of an inclusive referral pathway information posters and discussion guidance: tinyurl.com/56s7wyr

International Disability and Development Consortium (IDDC) Inclusive Safeguarding Statement: tinyurl.com/5dj8ssf7
We work with partners in low- and middle-income countries to eliminate avoidable blindness and promote equal opportunities for persons with disabilities.

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