SAHAAD EMPOWERMENT FOUNDATION

Equality, Disability Inclusion & Non-Discrimination Policy

Version	1.0	**Adopted**	25 September 2026
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Sahaad's mission is grounded in dignity, inclusion and the belief that people should be recognised for their strengths, choices and potential rather than reduced to a diagnosis or disability.

1. Our commitment

- Treat people fairly and with dignity regardless of disability, neurotype, sex, age, ethnic background, religion, family circumstances or other personal characteristics.
- Promote disability inclusion and challenge stigma, exclusion and demeaning stereotypes.
- Use strengths-based and person-centred approaches when planning activities and communicating about participants.
- Consider communication, sensory, mobility and other accessibility needs when designing programmes.
- Avoid pity-based or exploitative representations of autistic, neurodivergent or disabled people.

2. Participation and accessibility

Sahaad aims to make participation as accessible as reasonably possible within the resources and nature of each activity. This may include adapting communication, allowing additional processing time, considering sensory needs, using visual information, involving trusted supporters appropriately, or adjusting the way an activity is delivered.

3. Choice and dignity

Support should promote meaningful choice and participation. People should not be pressured to share personal stories, appear in publicity or take part in optional activities as a condition of receiving support.

4. Partners, volunteers and practitioners

People representing Sahaad are expected to communicate respectfully, challenge discriminatory behaviour and avoid language or conduct that humiliates, stereotypes or excludes.

5. Learning and improvement

Sahaad recognises that inclusion requires continuous learning. Feedback from participants, families, schools, practitioners and communities may be used to improve programme design and accessibility.