

***Policy  
for  
Person with Disabilities***

*April 2022*

***Khulna BNSB Eye Hospital  
Shiromoni, Khulna***

## **Addressing disability issue in the Hospital:**

### **Overview:**

Persons with disabilities are a vulnerable group who experience health inequalities. They are not a homogenous group. They have diverse needs; often they will experience multiple health problems and have difficulties in communicating. This can lead to challenges in terms of identifying health issues. Issues of discrimination, inclusion, and development may vary greatly depending upon the type of disability, the environment, culture, traditions, and socioeconomic status of the person and his or her family/caregivers. Research shows that people with disability are more likely to experience poorer health outcomes and have shorter life expectancies than the general population. However, people with disabilities have equal rights to access healthcare services in the same way as everyone else. These differences are taken into consideration by the hospital, while the hospital will any programmatic and advocacy work, they will consider the disability issue as a priority.

Access to comprehensive, quality health care services is important for promoting and maintaining health, preventing and managing disease, reducing unnecessary disability and achieving health equity for all. Focus of this hospital is increase geographical coverage of the services, quality and affordable health services and accessibility for people including persons with disabilities.

Khulna BNSB Eye Hospital believes that disability is not a standalone issue. There is no need to develop separate Policy for it rather to address this issue in all the existing hospital policies strongly. Sometimes in some situations, the hospital could play positive discrimination to support persons with disabilities.

### **Goal to ensure inclusiveness in eye health**

Improve access to comprehensive, quality health care services for people especially persons with disabilities, older-aged people, pregnant women and children.

### **Definition of disability:**

Bangladesh Government has enacted 'Disability Rights and Protection Act- 2013' and the purpose of the present Act is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.

Persons with disabilities include 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.

### **Classification of Disability:**

Based on 'Disability Rights and Protection Act- 2013' a total 12 types of disabilities are explained.

1. AwURg ev AwURg†-úKU<sup>a</sup>vg wWRAW©vim (Autism or autism spectrum disorder)
2. kvixwiK cÖwZewÜZv (Physical disability)
3. gvbwmK Amy<sup>-</sup>'ZvRwbZ cÖwZewÜZv (Mental illness leading to disability)
4. `,,wó cÖwZewÜZv (Visual disability)
5. evK cÖwZewÜZv (Speech disability)
6. eyw` cÖwZewÜZv (Intellectual disability)
7. kÖeY cÖwZewÜZv (Hearing disability)
8. kÖeY-`,,wó cÖwZewÜZv (Deaf-blindness)
9. ‡mwie<sup>a</sup>vj cjwm (Cerebral palsy)
10. WvDb wmb‡W<sup>a</sup>vg (Down syndrome)
11. eûgvwÎK cÖwZewÜZv (multiple disability)
12. Ab<sup>-</sup>vb<sup>-</sup> cÖwZewÜZv (others disability)

**To address the health rights of Persons with disabilities the hospital will committed to accomplish the following work:**

**Be an inclusive organization for all:**

Khulna BNSB Eye Hospital believes that work on disability will be successful only if the organisation itself is a more inclusive organization. Thus, the organisation has taken initiative to address disability issue in all existing policies including Gender policy.

Both Sightsavers and Khulna BNSB Eye Hospital efforts are underway to increase support to persons with disabilities access to health facilities. However, Khulna BNSB Eye Hospital is committed to focus and accomplish the following initiative gradually to fulfil its obligation.

- Khulna BNSB Eye Hospital will develop as an inclusive organisation. They will address it in their existing HR policy to create employment opportunities of persons with disabilities in hospital or involve in programmatic areas. This action will promote the rights of persons with disabilities and enhance diversity within the Organization to help it to fulfil its mandate. This action will contribute to career advancement also promote for non-discriminatory and inclusive workplace.
- Disability is a diverse issue can only realise when the organisation is more inclusive for its staff and the society. Khulna BNSB Eye Hospital will invest to build capacity and leadership among management people and their staff on disability and addressing disability in their existing health services.
- Khulna BNSB Eye Hospital is committed to working with Govt. INGOs, Civil Society Organisation, disabled people organisations (DPOs), private sector to promote and implement the rights of persons with disabilities especially accessibility issue. The hospital will review their infrastructure and highlight the accessibility issue. All the area of accessibility e.g. physical accessibility and communication accessibility will be addressed gradually. They will engaged persons with disabilities and their organisation while carry out this work.
- Khulna BNSB Eye Hospital will continue to organise awareness/orientation on Disability issue for staff to increase awareness, understanding and improve attitudes towards the inclusion and participation of people with disabilities.
- Khulna BNSB Eye Hospital will maintain communication, organise session with the organisation working with disabilities and marginalised community to

provide inclusive eye health service to this community and share the facilities available in hospital.

- Currently, there is no central register detailing the actual number of persons with disability in our working areas. This makes it difficult to target services at this group and to monitor how many persons with disabilities are benefited from our service. The hospital will capture data disaggregated information

**This policy has been reviewed and is recommended for approval by:**

Name: \_\_\_\_\_ Designation: \_\_\_\_\_ Signature: \_\_\_\_\_

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**This policy has been reviewed and is approved by:**

Name: \_\_\_\_\_ Designation: \_\_\_\_\_ Signature: \_\_\_\_\_

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