

INSTITUT FOR
MENNESKE
RETTIGHEDER

ACCESSIBILITY

SUBSTRATEGY

INTRODUCTION

ACCESSIBILITY CREATES EQUAL OPPORTUNITIES

MISSION

” The Danish Institute for Human Rights seek to promote persons with disabilities’ opportunities to use our offers, products and facilities on an equal footing with everyone else.

VISION

” At the Danish Institute for Human Rights we integrate accessibility into our communication, events, workplace and buildings so that we do not create barriers for persons with disabilities. We want to set a good example and share our knowledge in this area with others.

The Danish Institute for Human Rights monitors, promotes and protects the implementation of the UN Convention on the Rights of Persons with Disabilities (CRPD). The task entails a special responsibility for being accessible. Consequently, we must comply with the CRPD’s accessibility and universal design requirements. This applies to our physical facilities, as well as our websites, publications, events, etc.

To make sure that we apply universal design, and thereby provide accessible solutions, we aim to make our offers, products and workplace inclusive – also for persons with disabilities. This requires internal knowledge at the Institute of what accessibility involves.

This strategy encourages us to work in a targeted and structured way with universal design and accessibility across all departments and functions, so that as many people as possible have access to our facilities as well as our offers.

FOCUS AREAS

PHYSICAL ACCESSIBILITY AND ACCESS TO INFORMATION

Accessibility is one of the fundamental principles of the UN Convention on the Rights of Persons with Disabilities. By ensuring accessibility, we remove barriers and create a basis for securing equal access and opportunities for persons with disabilities. Accessibility relates to both physical surroundings and communication products. Therefore, we aim at ensuring that our offers, products and facilities are easy to use for as many people as possible.

During the strategy period, the Institute's accessibility initiatives will focus on the following two areas:

1. Physical accessibility
2. Accessible communication products.

1. PHYSICAL ACCESSIBILITY

Physical accessibility means that persons with various disabilities should be able to access and find their way around the Institute's buildings – to participate in our events and meetings and to work. Hence, the Institute's surroundings should provide optimum accessibility for as many people as possible. In future, it will be a key criterion when we select venues for events that persons with disabilities can use the facilities on an equal footing with persons without disabilities. When planning events, we will also take into account various compensation requirements, such as interpretation, disabled parking spaces, special diets, etc.



INITIATIVES

- We will ensure that the Institute continually gives priority to improving the accessibility of its facilities on the basis of e.g. the recommendations in the accessibility report from the Accessibility Label Scheme.
- We will ensure that access to the Institute's facilities is regularly checked by the Accessibility Label Scheme.
- We will ensure that the Institute's employees are familiar with the guidelines for accessible events.



2. ACCESS TO DIGITAL MEDIA

At the Institute we provide information about and communicate our work via a range of media in various formats. So in relation to the Institute's information and communication the term 'accessibility' covers several areas: digital media, printed publications and other written materials and alternative formats such as pdf, DAISY, easy read materials and sign language.

ACCESS TO DIGITAL MEDIA


The Institute has two websites: menneskeret.dk and humanrights.dk. Both websites provide e-learning opportunities. In addition, the Institute has an intranet for internal communication. For special projects, project websites may also be set up.

The Institute works with external consultants to ensure the accessibility of menneskeret.dk, humanrights.dk and the intranet. The consultants perform accessibility checks and compile reports documenting any accessibility problems and providing information about potential solutions. Consultants are also involved in the process to develop the Institute's e-learning products so that we achieve the greatest possible degree of accessibility.

To ensure that all our websites are accessible for persons with disabilities, we observe the standard guidelines for accessible websites (WCAG 2.0). In our planning and budgeting we therefore take into account that the supplier must comply with accessibility requirements for online products.



INITIATIVES

- We will regularly have accessibility checks performed and follow up the results.
 - We will make sure that those responsible for our digital media are aware of and know how to ensure that the Institute's website, intranet, etc. are accessible.
 - We will work to ensure that employees are familiar with the accessibility guidelines for websites created by or for the Institute.
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ACCESSIBILITY OF PUBLICATIONS AND WRITTEN MATERIALS

The Institute issues several types of publications. Often the publications are issued both in a paper format and electronically via menneskeret.dk. In addition, the Institute sends out various other written materials, including letters, legal briefs, invitations and applications. In these contexts it is important to take accessibility for persons with various disabilities into account.

As regards access to paper-based publications and other written materials, the layout (e.g. font type and size, contrasts and paper quality) should ensure that as many people as possible can read the publications. The standard templates used for the Institute's written communications have been designed with this in mind.



INITIATIVES

- We will work to ensure that publications not based on the Institute's templates meet the same standards as those based on the templates.
- We will work to ensure that the Institute's templates optimise the accessibility of electronic versions of our publications.
- We will ensure that external layouters are aware of our accessibility requirements for publications.



PDF FILES AND ALTERNATIVE FORMATS

To ensure accessibility, the Institute's publications, and sometimes also other written materials, are provided in electronic formats – as a minimum in pdf format, but ideally also in the DAISY format (a format for digital audio books) and in an easy read version. It is costly to provide publications in the DAISY format, and the Institute cannot afford to have all publications published in the DAISY format. Easy read versions also require considerable resources so only selected publications are available in this format.



INITIATIVES

- We aim to make publications and legal briefs on the Institute's websites accessible in pdf format so that they can be read using a screen reader.
 - We will assess the possibilities for presenting the Institute's key publications and important sections of menneskeret.dk in an easy read version.
 - We will ensure that significant and stationary sections of menneskeret.dk are also accessible in sign language.
 - We will investigate the need for DAISY versions of the Institute's key publications.
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