

# **AFP Disability Inclusivity Policy**

(February 2016)

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This policy replaces AfP's 2010 Disability Policy, which was last revised in 2012.

**Review Cycle:**

To be reviewed every three years.

**Date of next review:**

January 2019.

## Contents

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1. Introduction
2. Statement of Commitment and Rationale
3. Scope and Purpose
4. Applicable Humanitarian Standards and Guidance
5. AfP Policy Objectives
6. AfP's Approach and Focus Areas
  - 6.1. AfP Approach
  - 6.2. AfP Focus areas
7. Core Operational Processes linked to this Policy.
8. Conclusion

- Annex 1. AfP Objectives and Indicator table  
Annex 2. Glossary  
Annex 3. Resources and Reference List

### 1. Introduction

Disability is both a cause and consequence of poverty.<sup>1</sup> While people with disabilities constitute up to 15 per cent of the world's population,<sup>2</sup> they often face serious attitudinal and environmental barriers that hinder their full and effective participation in society on an equal basis with others. People with disabilities often live in contexts where it is difficult to access services or assistance— Approximately 80 per cent of people with disabilities live in developing countries,<sup>3</sup> and one of every five of the world's poorest people have a disability.<sup>4</sup> Further, exclusion from education, health, employment and participation in public or political life on the basis of a disability leads to a cycle of poverty which can increase people's vulnerability to malnutrition, disease and poor working or living conditions.

While the barriers faced by some people with disabilities (PWD) are similar to everyone else in their communities, these barriers are often extremely diverse and include some barriers specific to PWD. For example, PWDs are often prevented from fully and meaningfully participating in, or benefiting from, mainstream humanitarian assistance programmes. There is also a 'triple jeopardy' faced by women and girls with disabilities due to the interaction between gender and disability,<sup>5</sup> where a physical impairment can increase the vulnerability that women and girls already face.

Act for Peace applies the definition of disability from the Minimum Standards for Age and Disability Inclusion in Humanitarian Aid:<sup>6</sup>

*People with disabilities include women, men, girls and boys with 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 (see Article 1 of the UN*

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<sup>1</sup> CBM post-2015 MDG position paper, 2012. [www.cbm.org/CBM-MDG-position-paper-338656.php](http://www.cbm.org/CBM-MDG-position-paper-338656.php)

<sup>2</sup> [http://www.who.int/disabilities/world\\_report/2011/accessible\\_en.pdf](http://www.who.int/disabilities/world_report/2011/accessible_en.pdf)

<sup>3</sup> United Nations Enable, *Factsheet on Persons with Disabilities*, viewed 23 January 2015, [www.un.org/disabilities/default.asp?id=18](http://www.un.org/disabilities/default.asp?id=18)

<sup>4</sup> World Bank and World Health Organization, *World Report on Disability*, 2011.

<sup>5</sup> "Triple Jeopardy refers to the cumulative effect of poverty, discrimination against women and girls and discrimination against people with disabilities. This interaction leads to increased vulnerability, involving increased risk and discrimination (including violence), increased impact of violence (emotional and physical) and decreased ability to seek redress/escape violent situations." Vallins, Nina and Wilson, Briana, *Triple Jeopardy: Gender-based violence, disability and rights violations against women in Cambodia*, Issue #3, Aug, 2013, p1.

<sup>6</sup> This definition comes from the Minimum Standards for Age and Disability Inclusion in Humanitarian Action [www.helpage.org/what-we-do/emergencies/adcap-age-and-disability-capacity-building-programme/](http://www.helpage.org/what-we-do/emergencies/adcap-age-and-disability-capacity-building-programme/)

*Convention on the Rights of Persons with Disabilities*). An illness can develop into an impairment or disability because of its duration or chronic nature. In the context of a humanitarian crisis, an injury or other impairment might be considered a disability if it hinders a person's access to, and participation in, humanitarian assistance. It is important to recognise not only individuals' impairments, but also the environmental and attitudinal barriers that limit their participation.

In line with DFAT, our definition of disability includes "episodic" impairments<sup>7</sup>, in line with the "evolving concept of disability"<sup>8</sup>.

## 2. Statement of Commitment and Rationale

Within conflict, disaster and displacement-affected communities, people with disabilities often face disproportionately high risks of violence, coercion and deliberation deprivation due to stigma, discrimination, marginalisation and barriers to participation relative to other crisis-affected groups. As a Christian organisation, however, we believe that all persons are created in the image of God and are thus equals with the same basic rights and human dignity. Like all members of a population, they have the right, the capacity and the desire to be fully included in all levels of social, economic, cultural and political life. Accordingly, AfP seeks to provide meaningful and accessible assistance, protection and development programs; break-down the barriers faced by people with disabilities and, ultimately, ensure their safety, justice and human dignity is restored in crisis contexts. We therefore take an inclusive approach to our work that seeks to identify and address barriers that prevent people with disabilities from participating in, and benefiting from, development. This explicit inclusion of people with disabilities - as active participants in development processes - leads to broader benefits for families and communities, reduces the impacts of poverty, and positively contributes to a country's economic growth.

In keeping with our commitment to impartiality and non-discrimination and targeting those in greatest need, and informed by our belief in the dignity and rights of each person, AfP (AFP)<sup>9</sup> commits to ensuring the inclusion of people with disabilities for the following reasons:

- In order to achieve our vision of a 'peaceful world where all people share a safe, just and dignified life', AfP seeks to ensure that all initiatives ranging from emergency assistance, recovery, reconstruction through to long-term development, should utilise and benefit from disability-sensitive analytical tools and approaches.
- Equal rights for people with disabilities are human rights and not special privileges. The UN Convention on the Rights of Persons with Disabilities (CRPD) makes specific reference to the safety and protection of persons with disabilities in conflict and emergency situations (Article 11) as many not only face disproportionate risks in disaster situations, but are often excluded from relief and rehabilitation programs. Such exclusion makes it more difficult to effectively use and participate in standard disaster support services. The Convention also makes reference to the need for international development programs to be inclusive of, and accessible to, persons with disabilities (Article 32).
- By enhancing participation and empowerment of people with disabilities, AfP seeks to improve equality and reduce poverty among people with disabilities.

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<sup>7</sup> "Episodic disabilities are characterised by fluctuating periods and degrees of illness and wellness, or in the language of the social model of disability, impairment and non-impairment. Episodic disabilities are typically unpredictable." , page 7 of "Episodic Disabilities and Post-secondary Education in Canada. A Review of the Literature" at [http://www.hivandrehab.ca/wp-content/uploads/FINAL\\_Lit\\_Review.pdf](http://www.hivandrehab.ca/wp-content/uploads/FINAL_Lit_Review.pdf)

<sup>8</sup> See page 9, footnote 11 of DFAT's "Development for All 2015- 2020" <http://dfat.gov.au/about-us/publications/Pages/development-for-all-2015-2020.aspx>

<sup>9</sup> The humanitarian and development agency of the National Council of Churches in Australia

### 3. Scope and Purpose

This policy commits AfP to promoting the inclusion of people with disabilities as a common value, as well as a method of work to ensure programs address the diverse range of barriers faced within a target group. It outlines commitments for all AfP personnel, and outlines the principles to be upheld in AfP's development, humanitarian and advocacy work. This policy intends to encourage AfP staff and our partners' staff to carefully consider the implications of their assistance for people with disabilities.

### 4. Applicable Humanitarian Standards and Guidance

As an ecumenical humanitarian organisation and a member of ACT Alliance, AfP endeavors at all times to uphold its two main frameworks of accountability and quality, namely, *the Code of Conduct for the International Red Cross and Red Crescent Movement and Non-Governmental Organisations in Disaster Relief*<sup>10</sup> and the *Core Humanitarian Standard on Quality and Accountability*<sup>11</sup>. Contained within these two frameworks are standards, guidance and indicators designed to ensure inclusion of people with disabilities in humanitarian response.

As a member of the ACT Alliance, working with the ACT Secretariat, ACT members and ACT National Forums, AfP has designed its Disability Inclusivity Policy to be both compliant with ACT policies and complementary in reinforcing a set of common standards and approach in order to maximise synergies among common partners.

As a signatory to the ACFID Code of Conduct,<sup>12</sup> AfP is committed to meeting the following standards within that Code:

- Produce equitable outcomes between men and women, and people with disabilities, in all activities of the organisation (Section D.5.4 of the Code – Human rights and anti-discrimination).
- Include and address the needs and rights of vulnerable and marginalised people (Section B.3.2 of the Code – Rights of vulnerable and marginalised people).
- Ensure that an appropriate focus is given to the rights of people with a disabilities and [addressing these in our activities] (Section B.3.3 of the Code – Working with people with a disability).

AfP also adheres to relevant Australian law, including the Equal Opportunity Amendment (Family Responsibilities) Act 2008; federal anti-discrimination laws such as the Human Rights and Equal Opportunity Commission Act 1986; Equal Opportunity Act 2010; and the Disability Discrimination Act 1992.

AfP's Disability Inclusivity Policy supports the CRPD and the implementation of the UN Sustainable Development Goals,<sup>13</sup> including those targets related to ensuring that people with disabilities receive equal benefits from progress in education,<sup>14</sup> sustained and inclusive economic growth,<sup>15</sup> addressing

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<sup>10</sup> *The Code of Conduct* states that "the right to receive humanitarian assistance... is a fundamental humanitarian principles which should be enjoyed by all citizens of all countries". It also recognises "the crucial role played by women in disaster-prone communities" and aims to ensure "that this role is supported, not diminished, by aid programs."

<sup>11</sup> [www.corehumanitarianstandard.org/files/files/Core%20Humanitarian%20Standard%20-%20English.pdf](http://www.corehumanitarianstandard.org/files/files/Core%20Humanitarian%20Standard%20-%20English.pdf)

<sup>12</sup> <https://acfid.asn.au/content/read-code>

<sup>13</sup> [www.un.org/sustainabledevelopment/sustainable-development-goals/](http://www.un.org/sustainabledevelopment/sustainable-development-goals/)

<sup>14</sup> SDG #4 related to quality education, targets 4.5 "By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations" and 4.a "build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all".

<sup>15</sup> SDG #8 related to decent work and economic growth, target 8.5 "By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value".

inequality,<sup>16</sup> and strengthening global partnership for sustainable development.<sup>17</sup>

## 5. AfP Policy Objectives

The core objective of this policy is to actively practice inclusion of people with disabilities in order that these community members can contribute to community-led efforts to address conflict, disaster or under-development, including the specific barriers faced by persons with disabilities.

The policy specific objectives are:

1. Inclusion and active participation of people with disabilities is ensured within any target group for AfP programming or initiatives.
2. Decisions about programming are based on evidence that considers impact for people with disabilities.

## 6. AfP's Approach and Focus Areas

### 6.1. AfP Approach

AfP's rights-based approach recognises that all women, men, girls and boys including those with disabilities are 'rights holders'. Applying a rights-based approach to the work of AfP and its partners means ensuring that our support is targeted at the rights of the most vulnerable and most at risk of discrimination, including people with disabilities. Humanitarian and development responses must take into consideration the particular abilities, skills, resources and knowledge of individuals with different types and degrees of impairments, and recognise the heightened risk of marginalisation of some disabilities<sup>18</sup> in addition to addressing the broader issue of barriers to full and equal participation of persons with disabilities. If the rights of persons with disabilities are not taken into consideration in humanitarian and development responses, an opportunity is also lost to support and empower communities in a way that is equitable and beneficial for all people living in that community.

A key aspect of this rights-based approach is to encourage and enable an active and central role for people with disabilities, subscribing to the concept of "nothing about us, without us". It is essential, therefore, to include persons with disabilities in all aspects of emergency response including recovery and throughout our development work. This requires both mainstreamed and targeted responses, so for this reason AfP applies a twin-track approach through this policy:

1. Mainstream approach—actively including people with disabilities as participants and beneficiaries of development efforts across all sectors.
2. Targeted approach—targeting people with disabilities in development initiatives designed specifically to benefit people with disabilities.

In keeping with the Australian government's priorities for impactful engagement of people with disabilities in development and humanitarian programming, AfP will leverage its strong partnership and co-operative model to enable access to increased support, resources and alliances, to build the skills, and increase the employment opportunities, of people living with disabilities.<sup>19</sup>

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<sup>16</sup> SDG #10 related to reduced inequalities, target 10.2 "By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status".

<sup>17</sup> SDG #17, related to partnership for the goals, target 17.18 "By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts".

<sup>18</sup> Psychosocial and intellectual disabilities can lead to a risk of heightened marginalisation, as people with those types of disability can be rendered invisible and excluded from development efforts (DFAT's 'Development for All' Strategy 2015).

<sup>19</sup> Op. cit. Pages 13-14.

AfP will also be mindful and sensitive regarding the appropriate use of images or text portraying people with disabilities to ensure that these people are represented in a respectful manner.

## 6.2. AfP Focus areas

In order to implement the aforementioned twin-track approach, AfP will focus on the following areas both within the agency and throughout our programs:

1. Awareness: Sensitisation regarding the importance of persons with disabilities having the freedom to participate in all aspects of life on an equal basis with other members of their communities.
2. Participation: Within AfP, we will foster understanding of the importance and value of an equal-opportunity work place in which people are not discriminated against on the basis of their disability, but rather are welcomed due to the perspective and knowledge they can contribute. We will work with partners to encourage them to undertake a workplace audit and take all required reasonable efforts to modify workplaces' physical environments to allow equal accessibility to people with disabilities. We will also work with partners to engage with disabled peoples organisations in order to both enhance outreach to, and communication with, people with disabilities within communities, and to ensure that both mainstreamed and targeted programming reflects good practice related to empowerment and inclusion of people with disabilities. In order to enable such an active and central role, AfP recognises that a reasonable degree of accommodation is required by itself and our partners. Reasonable accommodation includes the provision of support, modifications and/or adjustments that meet the individual needs of persons with disabilities to ensure they enjoy and exercise all human rights and fundamental freedoms on an equal basis to others, as outlined in the Convention on the Rights of People with Disabilities.<sup>20</sup> This provision of reasonable accommodation can include the provision of accessible transport and meeting venues amongst other considerations.<sup>21</sup>
3. Accessibility: Comprehensive accessibility<sup>22</sup> will be pursued wherever feasible.
4. Evidence-based programming (in mainstreamed and targeted approaches as per the twin-track): This will require disability/non-disability disaggregated data collection<sup>23</sup> and analysis upon which to base strategic programming decisions.

Applying the approach above, issues of disability and inclusion of people with disabilities will be considered at all stages of the project cycle with attention to ensuring disability is included in needs assessments, program design and delivery, program appraisals, evaluations and monitoring, including data disaggregated by dis/ability to provide measures against relevant targets and indicators for disability inclusion in each program. We will also take account of the interaction between gender and disabilities in the above project cycle phases. Improved programming will be promoted via adequate resourcing for training, pilot programs and quality assessment and complemented with co-operative advocacy for pursuit of governmental and other policy change.

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<sup>20</sup> CRPD, Article 2, viewed 23 January 2015, [www.un.org/disabilities/convention/conventionfull.shtml](http://www.un.org/disabilities/convention/conventionfull.shtml)

<sup>21</sup> See DFAT's Development for All Policy (2015).

<sup>22</sup> 'AC' Accessibility', like 'participation', is a broad term and is understood in many different ways. There is a common misconception that accessibility is only about physical access, however this is a very limited viewpoint, as many people with disabilities will have different access requirements

<sup>23</sup> Age and diversity should also be captured during data collection to ensure that non-gender-based forms of discrimination are also incorporated into program design.

## 7. Core Operational Processes linked to this Policy

This Policy informs the relevant sections of the AfP Operational Manual including sections 6.1 – ‘Program Needs Assessment’, 6.2 – ‘Program Design’, and 10.1 – ‘Disability’. It will also inform AfP’s monitoring, evaluation and learning framework.

## 8. Conclusion

The present policy represents AfP’s current overall organisational understanding of the issue of disability inclusion and outlines strategic decisions made by AfP in order to address the barriers faced by people with disabilities. Guidelines to help put the policy into practice will be developed in response to demands expressed by staff and partners.

### Annex 1: AfP Objectives and Indicator table

OBJECTIVES	INDICATORS
<ul style="list-style-type: none"><li>Inclusion and active participation of people with disabilities is ensured within any target group for AfP programming or initiatives.</li></ul>	<ul style="list-style-type: none"><li>Partner project design assessments include questions regarding the specific barriers faced by PWD as well as their needs, recognising different types of disabilities.</li></ul>
	<ul style="list-style-type: none"><li>Project design documents articulate an approach or strategy for meaningful and active participation of people with disabilities within standard programming and / or targeted programs for people with disabilities.</li></ul>
<ul style="list-style-type: none"><li>Decisions about programming are based on evidence that considers impact for people with disabilities.</li></ul>	<ul style="list-style-type: none"><li>Data is disaggregated by disability, and analysed with reference to the intersection of disability with gender.</li><li>Disability inclusiveness is a component of the Inclusion and Equality Assessment tool and findings are used to implement, monitor and evaluate identified key priorities for policy and practice.</li></ul>

## Annex 2: Glossary

**Access to resources and benefits:** The opportunity to reach and use available resources and benefits.

**People with Disabilities:** People with disabilities include women, men, girls and boys with episodic or 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 (see Article 1 of the UN Convention on the Rights of Persons with Disabilities and DFAT’s “Development for All 2015- 2020” , page 9). An illness can develop into an impairment or disability because of its duration or chronic nature. In the context of a humanitarian crisis, an injury or other impairment might be considered a disability if it hinders a person’s access to, and participation in, humanitarian assistance.<sup>3</sup> It is important to recognise not only individuals’ impairments, but also the environmental and attitudinal barriers that limit their participation.<sup>24</sup>

**Disability Inclusion:** a term used by people with disabilities and other disability rights advocates for the idea that all people should freely, openly and without pity accommodate any person with a disability without restrictions or limitations of any kind

**Disability-inclusive development:** promotes effective development by recognising that, like all members of a population, people with disabilities are both beneficiaries and agents of development. An inclusive approach seeks to identify and address barriers that prevent people with disabilities from participating in and benefiting from development. The explicit inclusion of people with disabilities as active participants in development processes leads to broader benefits for families and communities, reduces the impacts of poverty, and positively contributes to a country’s economic growth.<sup>25</sup>

**Non-discrimination:** ensuring that all of the affected population including older women and men, and women, men, girls and boys with disabilities can access assistance and benefit from humanitarian response on an equal basis with others. Meaningful access: ensuring that any barriers affecting the access and participation of people with disabilities and older people in humanitarian assistance and protection are addressed.

**Protection:** All activities aimed at securing full respect for the rights of individuals – women, girls, boys, and men – in accordance with the letter and the spirit of the relevant bodies of human rights, humanitarian and refugee law. Protection activities aim to create an environment in which human dignity is respected, specific patterns of abuse are prevented or their immediate effects alleviated, and dignified conditions of life are restored through reparation, restitution and rehabilitation.

**Sex:** In scientific and medical terms, refers to the biological differences between women and men. These are universal. Sex differences are about men’s and women’s bodies and their different biological functions.

**Sex-disaggregated data:** the quantitative statistical or numerical information on the difference between men, women, boys and girls.

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<sup>24</sup> This definition comes from the Minimum Standards for Age and Disability Inclusion in Humanitarian Action <http://www.helpage.org/what-we-do/emergencies/adcap-age-and-disability-capacity-building-programme/>

<sup>25</sup> DFAT’s Disability for All 2015- 2020 policy, page 9, <http://dfat.gov.au/about-us/publications/Pages/development-for-all-2015-2020.aspx>

### Annex 3: Resource and Reference List

- Core Humanitarian Standards  
[www.corehumanitarianstandard.org/files/files/Core%20Humanitarian%20Standard%20-%20English.pdf](http://www.corehumanitarianstandard.org/files/files/Core%20Humanitarian%20Standard%20-%20English.pdf)
- Humanitarian Protection Policy for the ACT Alliance [http://actalliance.org/wp-content/uploads/2015/07/ACT-Policy\\_Protection\\_-\\_English.pdf](http://actalliance.org/wp-content/uploads/2015/07/ACT-Policy_Protection_-_English.pdf)
- UN Convention on the Rights of Persons with Disabilities and Optional Protocol  
[www.un.org/disabilities/documents/convention/convoptprot-e.pdf](http://www.un.org/disabilities/documents/convention/convoptprot-e.pdf)
- Australian Council for International Development (ACFID) Code of Conduct  
<https://acfid.asn.au/content/read-code>
- Australian Department of Foreign Affairs and Trade (DFAT) “ Development for All 2015-2020: Strategy for strengthening disability-inclusive development in Australia’s aid program ”  
<http://dfat.gov.au/about-us/publications/Pages/development-for-all-2015-2020.aspx>
- Minimum Standards for Age and Disability Inclusion in Humanitarian Action
- [www.helpage.org/what-we-do/emergencies/adcap-age-and-disability-capacity-building-programme/](http://www.helpage.org/what-we-do/emergencies/adcap-age-and-disability-capacity-building-programme/)
- Washington Group on Disability Statistics: Notes from session Susan and Sharon attended (June 2015)  
<https://sharepoint.ncca.org.au/afp/Afp/Forms/AllItems.aspx?RootFolder=%2Fafp%2FAfp%2FKnowledge%20Bank%2FX%20Cutting%20Issues%2FDisability>

#### **Additional Resources:**

- UNHCR People with Disabilities summary [www.unhcr.org/pages/4a0c310c6.html](http://www.unhcr.org/pages/4a0c310c6.html)
- UNHCR Working with Persons with Disabilities in Forced Displacement  
[www.unhcr.org/4ec3c81c9.html](http://www.unhcr.org/4ec3c81c9.html)
- UN Enabled – Development and Human Rights for All. Eight Guiding Principles of the Convention.  
[www.un.org/esa/socdev/enable/convinfoguide.htm](http://www.un.org/esa/socdev/enable/convinfoguide.htm)
- People with Disability Australia, ‘our principles’. [www.pwd.org.au/what-we-do/our-principles.html](http://www.pwd.org.au/what-we-do/our-principles.html)
- CBM, Draft organisational assessment on disability inclusion – 18 Dec 2014 on Knowledge Bank, SP.  
<https://sharepoint.ncca.org.au/afp/Afp/Forms/AllItems.aspx?RootFolder=%2Fafp%2FAfp%2FKnowledge%20Bank%2FX%20Cutting%20Issues%2FDisability%2FDisability%20Inclusion%20Assessment%20Tool>
- CBM, Inclusion Made Easy – a quick program guide to disability in development  
[www.cbm.org/article/downloads/78851/CBM\\_Inclusion\\_Made\\_Easy\\_-\\_complete\\_guide.pdf](http://www.cbm.org/article/downloads/78851/CBM_Inclusion_Made_Easy_-_complete_guide.pdf)
- Ecumenical Disability Advocates Network (EDAN) [www.edan-wcc.org/](http://www.edan-wcc.org/)
- DFAT ANCP research on disability inclusion  
<https://sharepoint.ncca.org.au/afp/Afp/Forms/AllItems.aspx?RootFolder=%2Fafp%2FAfp%2FKnowledge%20Bank%2FX%20Cutting%20Issues%2FDisability%2FNGO%20Experience%20workshop%2020141120>
- ACT Community of Practice on Disability Inclusive Development: Stories and Lessons for Disability Inclusive Development. 2015.  
[https://81sw3a.by3302.livefilestore.com/y3mKgzVybWymOw7h6a9XBQFHxiye2tacatwba0mGMSEnVkfblFSOJcm6X9UFrmZOypxPXZDyTuaxu-XPOaTgJvBFYVq87A5Lx-VCEybThfbZvjJHLAq3sCQ4trBUSRkNAoxbz02xGrJVU4x-HXJDaRqcDdICv8S2V6\\_H9iAIGTQZA/ACT%20COP%20DID%20PUBLICATION.pdf?psid=1](https://81sw3a.by3302.livefilestore.com/y3mKgzVybWymOw7h6a9XBQFHxiye2tacatwba0mGMSEnVkfblFSOJcm6X9UFrmZOypxPXZDyTuaxu-XPOaTgJvBFYVq87A5Lx-VCEybThfbZvjJHLAq3sCQ4trBUSRkNAoxbz02xGrJVU4x-HXJDaRqcDdICv8S2V6_H9iAIGTQZA/ACT%20COP%20DID%20PUBLICATION.pdf?psid=1)