





		No. Maturity		Foundation			Growth			Empowern	ment	Leadership	
Criteria	No.	Maturity	<b>%</b> o	%10	%20	%30	%o	%50	%o	%70	%80	%90	%100
Inclusive Environment (%25)	1	Accessible Physical Environment:  The organization must ensure that its internal facilities and surrounding workplace environments are designed and prepared in accordance with universal accessibility standards—such as UAE Universal Design Code. This should guarantee ease of access and use without barriers for POD in the workplace, and readiness for safe evacuation in emergency situations in line with occupational health and safety standards. The organization should also provide accessible parking spaces, restrooms, and appropriate signage and guidance systems for POD. In addition, it should offer assistive technologies and devices such as voice-assist tools, visual magnifiers, touch-control tools, wheelchairs, lifting devices, and other assistive technologies.	lacks inclu adequate f difficult for participate f	sive access acilities for P employees wit fully and easily, er paths like the	the organization measures and OD, making it th disabilities to and to advance eir non-disabled	accessibility and these efforts ar accessing and and convenien	d the use of its facil re limited, and the using the organiz	ities by POD; however, re is often difficulty in ation's facilities easily h does not meet the	policies and p environment inclusive acce use most of th some assistive However, these of certain type organization's and improves	ractices to proving for POD by for ss, ensuring that the organization's enterthologies are efforts do not so f disabilities are facilities. The organizations	thes and implements ride an inclusive physical following standards for at they can access and s facilities, and providing and devices for them. It meet the requirements and do not cover all of the ganization also develops based on performance ments, and feedback in	physical environment that is acce to the highest standards of inter and implements comprehensive facilities can be accessed and used also providing assistive technolog needs, covering all types of disal periodically developing these presatisfaction measurements, and	s exceptional efforts in providing a sible for POD in all its facilities, adhering national inclusive access. It establishes policies and practices to ensure that all deasily and conveniently by them, while gies and devices that meet their diverse bilities. Additionally, it is committed to actices based on performance results, feedback. As a result of these efforts, cognition or awards and is considered a in this field."
	2	Accessible Informational and Digital Environment:  The organization must ensure that POD in the workplace can easily access and use technological services, information, and educational resources (such as signage, websites, digital platforms, smart applications, social media channels, and communication tools) in alignment with international best practices. This includes providing user interfaces that are flexible and compatible with assistive technologies such as screen readers, voice control systems, touchscreens, specialized keyboards, eye-tracking devices, and others that facilitate effective digital access. Moreover, the organization should make information available in accessible formats—by converting documents, data, and images into Braille, large print, electronic or audio content, or sign language translation.	for POD and it difficult for participal advance in	ures for inclusive I access to infor for employees ate fully and	the organization ve digital access mation, making with disabilities easily, and to paths like their	accessibility an information by and there is oft easily and conv	nd the use of appli POD; however, th en difficulty in acc	ese efforts are limited, essing and using them which does not meet	and practices environment inclusive acces websites, approviding son as well as preformats. How requirements not cover all environment, and application improves these	to provide an infor POD by foss, ensuring that olications, and ine assistive tecesenting some invever, these efforcertain types aspects of the infoluding electrons. The organizate practices based	following standards for at they can access most information easily, and chnologies and devices, information in accessible forts do not meet the es of disabilities and do informational and digital onic and digital services eation also develops and	informational and digital envir adhering to the highest stand access. It establishes and imp practices for digital accessibility, services and information in acce technologies for digital sites an needs, covering all types of disal periodically developing these pr satisfaction measurements, and	s exceptional efforts in providing an onment that is accessible for POD, ands of international digital inclusive lements comprehensive policies and enabling easy and convenient access to ssible formats, and providing assistive diapplications that meet their diverse polities. Additionally, it is committed to actices based on performance results, feedback. As a result of these efforts, cognition or awards and is considered a sin this field."
	3	Embedding an Inclusive Culture:  Embedding an Inclusive Culture through awareness and training of the organization's employees on the rights of POD in the workplace and how to engage with them appropriately, in a way that fosters a sense of belonging and enables them to carry out their duties effectively in the workplace.	organizatioi interact wi	n lack course th POD, and	provided by the es on how to employees are isability-related	number of emp these awarene most aspects of a level that giv provides an in occasionally of matters, but it significant oppor	oloyees about the rists programs are both disability, and the state impression aclusive environments for some training is irregular and single.	ness among a small ghts of POD; however, asic and do not cover hey have not reached that the organization ent. The organization g on disability-related nplistic, and there is a ganization to improve ve environment."	employees about the months of	out the rights of I ulso occasionally of on disability-rela POD; however, the rehensive, and the initiatives. Addit	wareness among some POD and how to interact offers specialized courses ated matters and how to hese efforts are irregular here are opportunities to tionally, the organization ing and enhancing these	inclusive culture by establishing a to raise awareness among all it and how to interact with them, according to the type of disabilitraining for employees on how emergency situations, in its traininumber of these courses. This enemployees with disabilities and the organization. The organization developing these practices base measurements, and feedback. As	exceptional efforts in embedding an and implementing comprehensive plans is employees about the rights of POD as well as meeting their diverse needs ty. Additionally, it includes specialized to interact with POD, especially in an programs and implements a suitable shances the sense of belonging among if facilitates their interactions within it ion is also committed to periodically don performance results, satisfaction a result of these efforts, it has received dered a role model for other institutions
	4	Results:  Measuring the organization's efforts in providing an inclusive work environment through perception surveys and performance indicators and using the results for continuous improvement. These may include but are not limited to: (Number of disability-related training sessions for employees, number of awareness campaigns or workshops on disability, level of compliance with international standards or the UAE Universal Design Code, level of compliance with international standards for digital accessibility, POD employees' satisfaction rate regarding the inclusive work. environment	measured to success in environment have been	to assess the n providing nt, and most o negative, wi n them for im	of results are organization's an inclusive of these results th no benefits provement and	indicators and assessed irregu shown positive	d opinion measularly. Some of thes	rements, which are e measurements have are rarely utilized for	indicators an assessed period positive trends	d opinion mea odically in most s in the majority o	performance in providing through performance asurements, which are cases. The results show of instances, and they are ement and development."	opinion measurements, which	performance in providing an inclusive nensive performance indicators and are assessed sustainably. All of these are regularly utilized for development reference for other entities."

Critoria				Foundation			Growth			Empowernr	nent	Leadership		
Criteria	No.	Maturity	<b>%</b> o	%10	%20	%30	%0	%50	%o	%70	%8o	%90	%100	
Inclusive Policies and Bylaws (%35)	1	Employment Plans for POD:  Developing recruitment plans/ strategies for POD that are aligned with job requirements and the type and degree of disability, in support of inclusive hiring. This includes ensuring the application of universal accessibility standards throughout all phases of recruitment and employment, and across all job advertisement platforms (digital, audio, visual, and in-person).	lack the in POD and p them, result	clusion of proproviding according in limited	ommodations for	and includes its recruitme limited, and t communication	certain practices fo nt systems; howeve there are often diffic	fforts to employ POD or hiring them within er, these efforts are culties in accessibility, commodations during	hiring POD we clear plans to apply for vario to advertise that guarante requirements of job advertise disabilities. Ad improves these	vithin its recruiting ensure that they ous positions. It also these positions ee the implement and diversify the sing to meet the liditionally, the orge practices based	s inclusive practices for ment systems and has have the opportunity to so strives, in most cases, using announcements ntation of accessibility e means and channels needs of most types of ganization develops and on performance results, feedback in most cases."	and developing hiring plans that tailored to the job and the type of throughout the hiring process in implementation of accessibility re- channels of job advertising to managed Additionally, it is committed to based on performance results, sa	exceptional efforts in employing POD at are comprehensive and sustainable, of disability. It advertises these positions using announcements that ensure the quirements and diversify the means and eet the needs of all types of disabilities, periodically developing these practices tisfaction measurements, and feedback, is received recognition or awards and is ir institutions in this field."	
	2	Inclusive Employment Policies and Bylaws:  Establishing and implementing policies and bylaws that ensure equity, equal opportunity, and equality throughout the employment process (recruitment, selection, application, interviews, assessment, and training).	that ensur process, res	e equality d	luring the hiring ed representation	in place to acl POD, which a	hieve equality during	the hiring process for ally. It also sometimes	ensure equality are applied co the time. Add improves these	y during the hiring omprehensively a ditionally, the org e practices based	olicies and systems that g process for POD, which and sustainably most of ganization develops and on performance results, feedback in most cases."	and systems that ensure equality applying them comprehensively to periodically developing these satisfaction measurements, and	xceptional efforts in establishing policies during the hiring process for POD and and sustainably. It is also committed policies based on performance results, feedback. As a result of these efforts, it rds and is considered a role model for	
	3		that ensure	e a safe envir ct them fror limited repre	estems or practices ronment for POD m discrimination, esentation of POD	provide a safe from discrimi	e environment for Pon nation, which are a	OD and protect them pplied occasionally. It	safe environme from discrimin all stages of v and sustainab organization de	ent and protect er nation, abuse, ne work, which are a bly most of the evelops and impro ce results, satisfac	nployees with disabilities glect, or exploitation at applied comprehensively time. Additionally, the wes these practices based	systems to provide a safe envi disabilities from discrimination, all of work, and it applies these sys It is also committed to periodica performance results, satisfaction is	s exceptional efforts in establishing ronment and protect employees with buse, neglect, or exploitation at all stages tems comprehensively and sustainably. Illy developing these systems based on measurements, and feedback. As a result cognition or awards and is considered a in this field."	
	4	Community Engagement and Partnerships:  Enhancing the organization's societal role by forming partnerships and collaborations across the public, private, and third sectors, as well as with suppliers, to support the inclusion of POD within the organization and the broader community.	"The orga as a suppo communi	anization ha: ortive entity ty."	s no activities for POD in the	The organizat its community	ion has some limited y role as a supportive	d practices to enhance e entity for POD.	supportive ent number of cor locally. It has al collaborations third sector to Additionally, it for POD in the	tity for POD in the mmunity activities activities activities and with the private or promote the sognomers are community mosessity.	ceptional efforts as a se community and has a s directed towards POD merous partnerships and sector, government, and ocial integration of POD. e as a supportive entity st of the time based on on measurements, and	POD in the community and has r towards POD locally, regionally, establishing many partnerships ar government, third sector, and sup of POD, and it has a comprehensively a it implements comprehensively a evaluates its role as a supportive e performance results, satisfaction is	onal efforts as a supportive entity for numerous community activities directed and internationally. It is committed to ad collaborations with the private sector, opliers to enhance the social integration sive annual plan for this purpose, which and sustainably. Additionally, it regularly notity for POD in the community based on measurements, and feedback. As a result cognition or awards and is considered a n this field."	
	5	Results:  Measuring the organization's efforts in establishing inclusive policies and bylaws through perception surveys and performance indicators and using the findings for improvements. Indicators may include but are not limited to: ((Percentage of POD employed in roles suited to their abilities, number of partnerships aimed at supporting POD and its outcomes, satisfaction of POD in the workplace regarding recruitment mechanisms, flexible work policies, fairness, and equality).	measured success in inclusive po these result	to assess the establishing a blicies and systes have been rutilized for in	er of results are he organization's and implementing tems, and most of negative and have mprovement and	establishing a systems thro opinion meas Some of these	and implementing i ugh limited perforn urements, which are	nance indicators and e assessed irregularly. e results, but they are	establishing a systems throu measurements the time. The r	and implementing ugh performance s, which are asses results show positi ney are sometimes	indicators and opinion ssed periodically most of ive trends in the majority	"The organization measures i implementing inclusive policies performance indicators and opin sustainably. All of these results a	ts performance in establishing and and systems through comprehensive ion measurements, which are assessed re positive and are utilized regularly for serving as a reference for other entities."	

Criteria	No.	Maturity	Foundation			Growth				Empowern	nment	Leadership		
Criteria			%0	%10	%20	%30	%0	%50	%0	%70	<b>%80</b>	%90	%100	
Empowerment of POD in Work Environment (%40)	1	Equal Access to Training and Capacity Building:  Providing fair and equal opportunities for specialized training, ensuring accessible opportunities for skill development and qualifications enhancement for POD.	programs fo and these or ineffecti	or employees of programs a sive, which	are insufficient impacts their	"The organizat number of POI	); however, it is co elated needs for	training for a limited ften not based on their their development and	disabilities; ho general mana training that is is essential for sometimes lim their career pathese efforts.	wever, most of agement skills as suitable for the developing their its their opportuaths, and there is Additionally, the	ining for employees with this training focuses or and neglects specialized nature of their work and skills and knowledge. This inities for advancement ir room for improvement ir organization occasionally mance in this area.	in training by providing comprehe for employees with disabilities as ensures that they are given the sa as other employees, tailored to the manner that accommodates thei to management skills only; it also the work of employees with disa development and advancement in The organization is committed	exceptional efforts in ensuring equality ensive and specialized training programs is part of the annual training plans. This ame opportunities for specialized training heir job-related needs and delivered in a fir disabilities. Their training is not limited to includes specialized courses relevant to abilities, allowing them opportunities for in their career paths, just like their peers. To regularly improving these practices atisfaction measurements, and feedback, other institutions in this field."	
	2	Equal Opportunities for Career Advancement:  Ensuring fair and equal opportunities for professional development, career progression, and fair performance evaluation for POD in the workplace.	opportunities development disabilities, a them. They a that conside nature of the in the high er	s for career a t for em and there is no are not evalua ers their need eir disabilities.	career path for ted in a manner s based on the This is reflected over rate and the	opportunities for disabilities, and administrative of other emploefforts to retail	or career developr their career paths positions, which o yees. Although to n them, the turn ack of leaders with	limited number of nent for employees with are restricted to simple lo not align with those ere are some irregular over rate remains high disabilities in leadership	opportunities they have a cle of all employee paths do not and can some positions. The correspond to employees wit roles. Employe rate among the on enhancing i	for most employed rear career path; hes with disabilities fully align with the times be limited organization of their needs. There is abjusted in less to all the loyalty is reflected. The organization. The organization.	nowever, it is not inclusive s. Additionally, their caree those of other employees I in certain administrative Ters fair evaluations that re are a limited number of eadership and supervisory ected in the low turnovel zation occasionally works on this area, but there is stil	The organization demonstrates in providing career development offering them a clear career pats fair evaluations similar to those needs into account. This enhance retain them, benefiting from the these efforts is evident in the proving supervisory and leadership position to regularly improving these proving the	exceptional efforts in ensuring equality ont for employees with disabilities by the and a development plan, along with of other employees, while taking their is their loyalty and helps the organization eir experiences and skills. The success of resence of employees with disabilities in ons. The organization is also committed ractices based on performance results, feedback, serving as a role model for	
	3	Reasonable Accommodation and Support Services:  Providing the necessary reasonable accommodations (e.g., flexible work arrangements, allocated office space when needed) and supportive services (such as assistive devices, technologies, and personal assistance) to enable POD in the workplace to perform their duties and have inclusive access to the organization's services.	assistivedevides such as flexibited it difficult for to perform t	cesorfacilitativole working hou or employees their work and	rearrangements, urs, which makes with disabilities I forces them to	devices for em do not cover m attention to th facilitative arr working hours,	ployees with disa nost of their need eir maintenance a angements, such are provided, but n clear policies t	ted number of assistive bilities; however, these s, and there is a lack of nd development. Some as allowing flexible hey are done irregularly nat ensure their rights	technologies n disability requ regularly. It a arrangements, POD based on regularly deve practices and r	ecessary for POE uirements, and Iso offers some such as a flex their needs. Add elops its practi	D, tailored to their specifice these are maintained facilities and facilitative working system for litionally, the organization ices by reviewing best mance results, satisfaction	necessary assistive devices and to disability requirements, ensuring up with the latest development committed to establishing polic arrangements, such as a flexible needs, ensuring that this does not career development. Additionally, on performance results, satisfact	s exceptional efforts in providing the echnologies for POD, tailored to various their regular maintenance, and keeping is in this field. The organization is also ties and systems to provide facilitative working system for POD based on their taffect their performance evaluations or it regularly develops its practices based tion measurements, and feedback. As a nization has received recognition and is er institutions in this field."	
	4	Feedback Channels:  Providing accessible channels to collect feedback, manage complaints and suggestions from POD in the workplace, and measure their perspectives and satisfaction.	feedback from measure the complaints a	m employees eir opinions, a and suggestio	means to obtain with disabilities, nd receive their ns in a manner ifferent types of	obtaining feedb occasionally ma suggestions an comprehensive	eack from employ easures their opind complaints. Ho ly or sustainably, a	ees with disabilities and ions and receives their wever, this is not done	that meet the of disabilities and improvem to periodically manage their them compreh Additionally, these practices	e needs and req to obtain feedba d utilizes this fe nent. It impleme measure their of suggestions a nensively and sus he organization	uirements of most types ack from employees with eedback for development ents policies and systems opinions and receive and complaints, applying tainably most of the time develops and improves mance results, satisfaction	channels to obtain feedback from this feedback for development mechanisms for receiving and ma measuring their opinions in a ma requirements of all types of dis effectively, comprehensively, and committed to regularly developin results, satisfaction measuremen	exceptional efforts in providing suitable n employees with disabilities and utilizes and improvement. It has established anaging their complaints and suggestions, anner that accommodates the needs and sabilities, and applying these processes d sustainably. The organization is also ng these practices based on performance nts, and feedback. As a result of these n and is considered a role model for other	
	5	Communication and Community Participation:  Creating opportunities for effective communication and community engagement for POD in the workplace and encouraging innovation and creativity within the organization to deliver solutions and services that promote the social inclusion of POD in the work environment.	employees was activities, nor and creativities	with disabilitie r does it encou ty to provide social integrati	solutions that	activities and employees with limited, not div given to coveri activities. Addi encourage innot that enhance that enhance that disabilities. The	participation I disabilities; howe erse, and irregula ng all employees tionally, there is vation and creati he social integra organization's p d, nor is it utilize	popportunities for its ver, this participation is with no consideration with disabilities in these no tangible effort to provide solutions ion of employees with this area	activities and employees with limited, not divergiven to cover activities. Add encourage innerthat enhance disabilities. The	d participation h disabilities; howerse, and irreguling all employees litionally, there ovation and creathe social integre organization's ed, nor is it utilizen	ly provides community opportunities for its wever, this participation is lar, with no considerations with disabilities in these is no tangible effort to provide solutions ration of employees with performance in this area zed for development and	The organization occasionally participation opportunities for however, this participation is limic consideration given to covering activities. Additionally, there is not and creativity to provide solution employees with disabilities. The continuous management measured participations.	provides community activities and or its employees with disabilities; nited, not diverse, and irregular, with no all employees with disabilities in these or tangible effort to encourage innovation as that enhance the social integration of organization's performance in this area is for development and improvement.	
	6	Results:  Measuring the organization's efforts in empowering POD in the work environment through accessible perception surveys and performance indicators and using the findings to drive improvement. These may include, but are not limited to: (Percentage of POD in supervisory or leadership roles, number of specialized training sessions for POD employees, percentage of POD employees participating in community activities organized or attended by the organization, POD employees turnover rate, the number of innovative ideas related to services for POD in work environment, satisfaction of POD employees with their opportunities for career development and growth, training, evaluation, equal opportunity and treatment, equity, equality, reasonable accommodation, and supportive services.	"A very lim measured to success in e disabilities, a been negative them for imp	co assess the empowering earling of the most of the earling earling with no bene	e organization's employees with ese results have efits derived from	empowering er performance in are assessed in have shown po	nployees with dis dicators and opinion regularly. Some o	abilities through limited nmeasurements, which f these measurements they are rarely utilized	d empowering performance which are as results show p	employees wi indicators and sessed periodica redominantly po	s its performance ir th disabilities through opinion measurements ally in most cases. The sitive trends, and they are ement and development.'	with disabilities through comp opinion measurements, which measurements are positive and a	performance in empowering employees brehensive performance indicators and are assessed sustainably. All of these are regularly utilized for development and rence for other entities.	