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Handbook and verification checklist¹ for the organization of accessible and sustainable meetings

With the aim of contributing specifically to the implementation of norm ISO 20121² on sustainable events, the OPEN EWC project and the portal <http://opencorporation.org/en/> , together with the partner TATA WITH CARE association for accessibility of people with special needs, and WWF RP for environmental safeguard, has developed a manual containing guidelines and a verification checklist for the organization of accessible and sustainable meetings. The manual is focused on EWC meetings and activities, but can be used for any event/meeting organized by companies, project partners and all organizations which work on accessibility and reducing environmental impacts.

Accessibility of company website (and EWC):

- When developing the website, accessibility of disabled persons must be taken in account through the following measures:
 - Inclusion of Tag Titles and Alts in the media and hypertext content (for people suffering from blindness);
 - descriptions of photographs and media to allow the use of voice synthesizers by people suffering from blindness.
 - Use of the correct fonts: Arial, Georgia, Times New Roman, San Serif, Verdana
 - Background colors and text contrast
 - Magnification of characters, positioning of the “3As” on the top right corner
 - Website that is readable and adaptable to all new devices, from smartphones to tablets;

¹ Open EWC has made use of the cooperation of project experts on the topics of accessibility, namely Anna Quartucci (President of TaTA – Tourism and training association) <http://www.tata-association.com/> and Ennio Merlini from WWF Research and Projects <http://www.wwfpr.com/>
² <https://www.iso.org/iso-20121-sustainable-events.html>

Specific policy in place to improve the employability of disabled people

1. People with motion impairments
2. People with sensorial impairments

How are these policies applied:

- Removal of architectural barriers for motion impaired people in all company premises for a full access to every single service and structure present in the company;
- Removal of barriers for people with sensorial impairments, through the inclusion of tactile paths, sound signals, guided paths;
- Supply of food to satisfy different needs (intolerances or allergies, coeliac disease, kosher, halal, vegetarian, vegan);
- Adoption of smart working (1) for temporary disabilities (2) – maternity, parenthood
- training/updating programs regarding disabilities and topics such as integration of disabled people
- Using staff specialized in the treatment of various disabilities following the peer to peer concept.
- Using external experts
- Training courses and information for all employees.

Accessibility policy to favor employment and use of electronic tools for:

1. People with motion impairments
2. People with sensorial impairments

Measures on accessibility of disabled must be decided together with the workers' representatives.

Norms on accessibility:

Convention on the Rights of Persons with Disabilities (CRPD)

<https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

CHARTER OF FUNDAMENTAL RIGHTS OF THE EUROPEAN UNION, art. 1, art. 21, art.

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http://www.europarl.europa.eu/charter/pdf/text_en.pdf

In addition, see the COMMUNICATION BY THE COMMISSION TO THE EUROPEAN PARLIAMENT, COUNCIL, THE ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF REGIONS, European strategy on disabilities 2010-2020: a renewed commitment for barrier free Europe (COM/2010/0636)

<http://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:52010DC0636&from=IT>

http://www.europarl.europa.eu/charter/pdf/text_en.pdf

The MADRID DECLARATION, emanated in March 2002 in occasion of the International year on Disability (2003), it shifts the interest from a purely medical-scientific view to a social one. Different topics discussed: integration in school and in the working place, assistance and organisation of disabled persons. Discrimination is described as a general attitude that must be fought not only with legal but also cultural means.

LAWS AND GOOD PRACTICES

In this section we intend to positively evaluate those multinational companies that have voluntarily extended the implementation scope of a national law. **For example, regarding the Italian law:**

- Law 12th March 1999, n. 68, Norms on rights at work for disabled persons. This law aims at promoting the integration of disabled persons in the work place compelling employers to hire a certain number of disabled persons
<http://www.parlamento.it/parlam/leggi/99068l.htm>
- D.P.R. 380/2001 from art.77 to art. 82, main legal reference for constructions. These articles describe how to overcome architectonic barriers in public and private buildings, and buildings that are open to the public.
<http://www.parlamento.it/parlam/leggi/deleghe/01378dla.htm>
- DPR 503/1996, Rules on eliminating architectonic barriers in public buildings, spaces and services. <http://www.normattiva.it/uri-res/N2Ls?urn:nir:presidente.repubblica:decreto:1996;503>
- **Law n. 104/1992**, framework law on assistance, social integration and rights of disabled persons http://www.sicet.it/pages/urbanistica/leggi_urb/legge_104-92.htm

Other laws on disability:

- L. 381/70: economic assistance to deaf-mute persons.
- L. 180/78: Psychiatric reform.
- L. 41/86: Elimination of barriers in public buildings.
- L. 13/89: Elimination of barriers in private buildings.
- L.162/98: Support to persons suffering from severe disabilities

Regarding other UE countries, as an example we may mention the **Disable discrimination act** (DDA 2003) (UK)

https://en.wikipedia.org/wiki/Disability_discrimination_act, and the **Equality act** of 2010, <http://www.legislation.gov.uk/ukpga/2010/15/contents>

Lastly, concerning the **environment**, the following directives are of primary importance:

DIRECTIVE 2009/29/EC on environmental and climatic change, also concerns **the emission trading system** (ETS) (

[Directive 2009/29/EC](#))

Decision 406/2009/EC on emissions produced by sectors not covered by the ETS system, such as transport on road, waste, agriculture and real estate sector are all subject to the decision **to share the effort** ([Decision 406/2009/EC](#))

DIRECTIVE 2009/28/EC on renewable energy sources ([Directive 2009/28/EC](#))

DIRECTIVE 2009/31/EC on technologies to capture and stock carbon ([Directive 2009/31/EC](#)) .

[Regulation 443/2009](#) establishing the norms for **CO₂** emissions in new cars.

[Directive 1999/94/EC](#) on policies for the reduction of CO₂ emissions

Regarding biodiversity, nature and soil:

DIRECTIVE 92/43/EEC, so called Habitat directive, established the European network “Natura 2000” classified according to directive 79/409/EEC. ([Directive 92/43/EC](#))

DIRECTIVE 79/409/EEC so called birds directive, concerning protection, management and control of wild birds, including new norms for sustainable hunting [Directive 79/409/EC](#))

Base **REGULATION** (EC) **N. 338/97** ([Regulation 338/97](#)) regarding the protection of wild flora and fauna through control of their commerce (modified by regulation (EC) n. 398/09.([Regulation 398/09](#))

Directive 83/129/CEE, extended indeterminately by directive 89/370/EEC, it forbids the importation of products deriving from seal cubs in the EU. In 2009, the regulation (EC)

n.1007/09 has introduced even stricter rules on importing products deriving from seals.
([Directive 83/129/EC](#))

Directive 2010/63/EU on the protection of animals used for scientific reasons (abolishing directive 86/609/EEC), based on the so called “3 R principle” (replacement, reduction, refinement), implemented the 1st of January 2013. ([Directive 2010/63/EC](#))

It is also useful to mention the Washington Convention, also known as CITES, regulating the international trade of endangered species or parts of species.

The **Convention on International Trade of Endangered Species**, or **CITES**, is an international convention signed in Washington in 1973. It aims at regulating international trade of endangered wild flora and fauna ([CITES](#)). It concerns the trade of living and dead specimens, or only parts of organisms or products, trying to stop the commercial exploitation of endangered species (first cause of extinction, followed by habitat destruction).

TIMBER REGULATION ([Regulation 995/2010](#)) is a EU regulation of 20th October 2010 aimed at fighting against the internal EU trade of illegally provided wood and products derived from it.