



USAID
FROM THE AMERICAN PEOPLE

Promoting Nondiscrimination and Inclusive Development in USAID- Funded Programs

A Mandatory Reference for ADS Chapter 200

New Edition Date: 09/07/2016
Responsible Office: PPL
File Name: 200mab_090716

Promoting Nondiscrimination and Inclusive Development in USAID-Funded Programs

- A.** USAID seeks to improve the lives of all citizens around the world by becoming more inclusive in our development efforts and by ensuring that all persons have access to and reap the benefits of our programming. In so doing, USAID recognizes that every person is instrumental in the transformation of their own societies, with the end result that each and every citizen is recognized and equally valued. The inclusion, protection, and empowerment of all persons is critical because drawing on the full contributions of the entire population leads to more effective, comprehensive, and sustainable development results. Everyone who works with USAID – staff and implementing partners alike -- is expected to uphold principles of inclusion and equitable access to USAID-funded programming. As such, USAID programs as documented in CDCSs, projects and activities should work to remove discriminatory barriers to access in order to ensure that a person's identity does not inhibit their ability to engage in USAID-funded programs.
- B.** Nondiscrimination is the basic foundation of USAID's inclusive development approach; as such, all USAID programs should ensure nondiscriminatory access for all potential beneficiaries. Nondiscrimination is a critical foundation for protecting and promoting the human rights of all persons, both in their communities and their workplaces. In addition, nondiscrimination ensures equitable access to USAID programs. Without effective nondiscrimination practices, USAID's principles of inclusion and equal access will be unable to empower and effectively reach women and girls, marginalized ethnic and religious populations, indigenous peoples, internally displaced persons, persons with disabilities, youth and elderly, LGBTI individuals, and other socially marginalized individuals or peoples unique to the country or regional context.
- C.** In designing and administering USAID programs, pursuant to existing USAID policy, Bureaus/Missions and Operating Units not discriminate against any beneficiary or potential beneficiary, such as, but not limited to, by withholding, adversely impacting, or denying equitable access to benefits or services on the basis of any non-merit factor. A non-merit factor includes race, color, religion, sex (including gender identity and pregnancy), national origin, disability, age, sexual orientation, genetic information, marital status, parental status, political affiliation, or veteran's status. Nothing in this requirement is intended to limit the ability of a program to target assistance to certain populations as defined in the project design.