



## COMMUNICATION ON ENGAGEMENT (COE)

São Paulo, February 10, 2017.

For interested parties,

I am pleased to confirm that APAE DE SÃO PAULO reaffirms its support for the United Nations Global Compact, whose mission is to promote corporate sustainability in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this Engagement Communication, we describe our actions to continuously support the Global Compact and its principles to engage us with the initiative. We also commit to share this information with stakeholders using our main channels of communication.

With regard to Human Rights, APAE DE SÃO PAULO has areas of Defense and Guarantee of Rights that support, promote and respect the protection of internationally recognized human rights, as well as guarantee non-violation of these rights. With regard to the area of Labor, the Organization is directly linked to the 6th principle that is 'Eliminate discrimination in employment'.

APAE DE SÃO PAULO has a program of great effectiveness in the Qualification and Professional Inclusion of People with Intellectual Disabilities. Based on the Supported Employment Methodology, widely used in countries in Europe, USA, among others, youth and adults with Intellectual Disabilities are included and receive technical support in the workplace for at least 12 months. With this, people who historically found difficulties for work, receive the necessary support for its effective inclusion and permanence in the job.

With customized programs, APAE DE SÃO PAULO is a Training Institution for Professional Learning regulated by the Ministry of Labor. Its process includes: Job Analysis, Awareness-Raising Lectures, Clinical Diagnosis, Indication of People, Professional Qualification and Post-Inclusion Follow-up.

In recent years, the Organization has qualified and included thousands of people in the job market.



## **ACTIONS DESCRIPTION**

With regard to the practical actions we have to support the Global Compact, all are linked to the Defense and Guarantee of the basic and essential rights of people with Intellectual Disabilities and we also develop actions related to the 6th principle.

### **Rights**

APAE DE SÃO PAULO, through the area of Defense and Guarantee of Rights, aims to guarantee the basic and essential rights of people with Intellectual Disabilities. But more than that, makes society aware that they are citizens with equal rights to all and who are protagonists in search of their emancipation and self-defense. For this, the Organization carries out a series of actions:

### **Legal Social Program**

This Program is focused on promoting and guaranteeing the civil, political and social, diffuse and collective rights of people with Intellectual Disabilities and their families. The team is comprised of lawyers and social service professionals.

### **Violence Prevention Program**

The main objective is for the Organization's professionals to identify the urgent need to intervene with families in an attempt to minimize situations of vulnerability. In addition to the psychosocial care focused on people with intellectual disabilities and their families, the Program works with prevention by conducting orientation, awareness and training actions not only for the Organization's employees, but also for others who work with Intellectual Disability. The purpose of training is to prepare professionals to identify possible signs of violence and to build a culture of peace and prevention.

### **Self-Defense Program**

The APAE DE SÃO PAULO believes that people with Intellectual Disability can broaden their potential when properly supported, promoting their reflection and participation.

The Program aims to guarantee the exercise of self-defense, that is, people with Intellectual Disability can play a role in their defense of rights.

To this end, the team of professionals of the Organization carries out individual weekly consultations with the group of self-defenders for the elaboration of support materials for the actions of which they participate.

### **“Todos pelos Direitos Programa” (All For Rights Program)**

In support of the rights of people with Intellectual Disabilities, APAE DE SÃO PAULO also leads the All For Rights Program, which has the support and partnership of agents and institutions in the three spheres of public power.

The purpose of the Program is to mobilize, articulate and train professionals in the networks that make up the rights guarantee system in its three axes - promotion, defense and control - especially in the network services that are closer to the population, such as Social security, education, health, justice and public security, not to mention the other services that make up this network, such as housing, transport, food safety, among others.



### **Advocacy**

In order to contribute and focus on public policies aimed at people with intellectual disabilities, APAE DE SÃO PAULO was present throughout the year in the following spaces:

Municipal, State and Federal Councils of Rights: Municipal Council for the Person with Disabilities, Municipal Council for Youth Rights, Municipal Council for the Rights of Children and Adolescents, Municipal Council for Social Assistance and National Council for the Rights of Children and Adolescents .

Networks, Forums and others: Paulista Forum of Entities of Persons with Disabilities, State Coordination of Self-management and Self-defense of the Federation of APAES of the State of São Paulo (FEAPAES), Municipal Commission to Combat Violence, Sexual Abuse and Exploitation of Children and Adolescents, National Coordination of Social Assistance and Defense and Mobilization of the National Federation of APAES (FENAPAES), National Network of 1st Childhood and National Union of Reference Services in Neonatal Screening (UNISERT). In the Ministry of Health we make the following spaces: National Committee for the Health of Persons with Disabilities, Working Group - Guidelines for Health Care for the Elderly and 1st Meeting of the National Network of Specialists in Zika and Related Diseases.

### **Labor**

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With customized programs, APAE DE SÃO PAULO is a Training Institution for Professional Learning regulated in the Ministry of Labor.

The process includes:

- Analysis of Jobs;
- Awareness-Raising Lectures;
- Clinical Diagnosis;
- Indication of Persons;
- Professional qualification;
- Post-inclusion follow-up.



## MEASUREMENT OF RESULTS

### VIOLENCE REPORTED IN 2015 AT APAE DE SÃO PAULO

Types:	Against women = 42%	Against men = 58%
Bullying		5
Physical violence		19
Physical and psychological violence		21
Physical violence, psychological violence and negligence		6
Negligence		48
Psychological violence and negligence		5
Psychological violence		36
Psychological and verbal violence		5
Physical violence and negligence		1
Physical violence and verbal violence		1
Physical violence, psychological violence and verbal violence		1
Physical violence, psychological violence, negligence and bullying		1
Physical violence, psychological violence and sexual violence		1
Psychological violence and bullying		1
Psychological violence, verbal negligence and negligence		1
Sexual violence		13
Verbal violence		2
<b>Total</b>		<b>167</b>

The most significant indicators that we have in relation to this work are the following:

Qualified people:  
2015 - 531

People included in the job market:  
2015 - 405

Permanence Rate:  
2015 - 98%

Impact on the number of advisory services to companies (customized qualification and inclusion programs):  
2015 – 30

Regards,

Felipe Clemente Santos  
CEO of APAE DE SÃO PAULO