|  |  |  |  |
| --- | --- | --- | --- |
| **UNIVERSAL HUMAN RIGHTS** | | | |
| **How does the concept, technology, policy, system or law impact:** | **Safeguard** | **Violate** | **N/A** |
| A person’s inherent dignity and worth? |  |  |  |
| Sole autonomy of a person’s body, mind or soul? |  |  |  |
| A person’s right to be alive from the moment of birth? |  |  |  |
| A person’s right to liberty? |  |  |  |
| A person’s right to the pursuit of happiness? |  |  |  |
| **CIVIL RIGHTS** | | | |
| **How does the concept, technology, policy, system or law impact a person’s ability to secure and access:** | **Safeguard** | **Violate** | **N/A** |
| Employment based solely on their qualifications? |  |  |  |
| Housing based solely on a person’s ability to pay? |  |  |  |
| Full and complete access to and participation in Public Accommodations? |  |  |  |
| **U.S. CONSTITUTIONAL RIGHTS** | | | |
| **How does the concept, policy, system or law impact a person’s right to:** | **Safeguard** | **Violate** | **N/A** |
| Freedom of and from religion? |  |  |  |
| Free speech? |  |  |  |
| Protest or seek redress? |  |  |  |
| Own guns and be free from gun violence and intimidation? |  |  |  |
| Privacy? |  |  |  |
| Due process as a person who has been accused of a crime? |  |  |  |
| Equality and fairness under the law? |  |  |  |
| Vote? |  |  |  |
| Reproductive rights? |  |  |  |
| Marriage? |  |  |  |
| Be free from all regulations and criminal sanctions when a person’s actions do not cause harm to or interfere with the rights of others? |  |  |  |
|  | | | |
| **BASIC HUMAN NEEDS** | | | |
| **How does the concept, technology, system, policy or law impact access to:** | **Safeguard** | **Restrict** | **N/A** |
| **Survival Needs Such As:** | | | |
| A sense of hope and opportunity? |  |  |  |
| Clean, breathable air? |  |  |  |
| Clean, drinkable water? |  |  |  |
| Stable, secure housing including utilities and running water for cooking, cleaning and personal hygiene; Safe, secure and hygienic facilities to eliminate waste, including appropriate supplies such as toilet paper, soap, tampons, etc.? |  |  |  |
| Healthy food and nutrition? |  |  |  |
| Sleep in a stable, safe, comfortable condition that allows for physical rejuvenation and mental and emotional processing? |  |  |  |
| Stimulating physical, mental and emotional activity? |  |  |  |
| Medical and mental health treatment and prevention services? |  |  |  |
| **Sense of Self, Environmental and Relational Needs Such As:** | | | |
| A sense of physical, emotional, spiritual, mental and financial safety and security? |  |  |  |
| A sense of justice and fairness in the rules and systems? |  |  |  |
| Ability to develop and assert one’s own boundaries and respect the boundaries of others? |  |  |  |
| Ability to understand and explore one’s own body, mind and spiritual and emotional self to determine one’s own abilities and capacities, as well as own beliefs, cultural traditions, and things that they enjoy? |  |  |  |
| Gratification and entertainment? |  |  |  |
| Ability to stand up for and defend oneself in ways that cause no harm, or the least amount of physical, mental or emotional harm to others? |  |  |  |
| Access to new and complete information, opportunities, education and experiences? |  |  |  |
| Access to transportation and mobility options (including wheelchairs, bicycles and sidewalks)? |  |  |  |
| Ability to contribute one’s own experiences, knowledge, skills and talents to the community-at-large in ways that are meaningful to oneself? |  |  |  |
| Ability to give and receive consenting affection (positive, non-sexual touch) to oneself and others? |  |  |  |
| Ability to provide self-affirmation through positive self-talk and encouragement, receive positive affirmation from others, and to provide positive affirmation to others? |  |  |  |
| Opportunity to connect and engage, and form relationships with others, and to feel a part of a community larger than themselves? |  |  |  |
|  | | | |
| **ACCESSIBILITY AND INCLUSION (Disparate Impact and Marginalization Prevention)** | | | |
| **Does the concept, technology, policy, system or law intentionally recognize diversity and ensures accessibility and inclusion for people of all:** | **Yes, ensures equality and equity (fairness).** | **No, does or is likely to marginalize or create disparities for an individual or group.** | |
| **Universal Bodily Attributes Such As:** | | | |
| Skin color ranges? |  |  | |
| Skin type and texture ranges? |  |  | |
| Hair color, type and texture ranges, including people without hair? |  |  | |
| Weight ranges? |  |  | |
| Height ranges? |  |  | |
| Limb/organ variation ranges, including dominant limb usage (i.e. right or left handedness)? |  |  | |
| Immune system responses? |  |  | |
| Fascial feature ranges, including eye shape, nose and cheek bone structures? |  |  | |
| Other (include your own list) |  |  | |
| **Universal Cultural Traditions Such As:** | | | |
| Cultural beliefs, traditions and expressions that celebrate one’s own culture (without denigrating or putting down another culture)? |  |  | |
| Languages, including ways of speaking, communicating or understanding? |  |  | |
| Food preferences and eating times? |  |  | |
| Ranges and expressions of professional dress, attire, hairdo and styling? |  |  | |
| Other (include your own list) |  |  | |
| **Places of Birth or Upbringing Such As:** | | | |
| Place of birth statuses, including native born, immigrant and refugee statuses? |  |  | |
| Communities of upbringing, including rural communities, suburbs and major cities? |  |  | |
| Other (include your own list) |  |  | |
| **Universal Sex Characteristics and Gender Identity Ranges Such As:** | | | |
| Biological sex characteristic ranges, including intersex, multiple XX /XY variations, hormone level variations, and those without the ability to reproduce? |  |  |  |
| Gender identity expressions, inclusive of transgender and non-gendered expressions? |  |  |  |
| **Sexual Orientation, Familial and Relational Statuses Such As:** | | | |
| Sexual orientation ranges inclusive of same-sex/gender attraction, opposite sex/gender attraction, multiple-sex/gender attraction and non-attraction? |  |  |  |
| Familial status ranges, including singles, couples and multi-partner relationships? |  |  |  |
| Parenthood statuses, including biological parents, adoptive parents, foster parents, grandparents, and other parenthood or caregiver statuses? |  |  |  |
| Other (include your own list) |  |  |  |
| **Core Beliefs, Guiding Principles and Values Such As:** | | | |
| Personal values and morals that do not violate the human rights, restrict basic needs, or marginalize others? |  |  |  |
| Religious faiths and expressions, including those who do not subscribe to any? |  |  |  |
| Political priorities, including those who disagree and are committed to understanding one another and coming to consensus? |  |  |  |
| Other (include your own list) |  |  |  |
| **Financial Security and Access:** |  |  |  |
| Economic backgrounds and current means, including those who may suffer from the physical, mental, emotional and spiritual impacts of experiencing financial insecurity? |  |  |  |
| Other (include your own list) |  |  |  |
| **Universal Ability Ranges Such As:** | | | |
| Physical mobility ranges, including those who utilize mobility devices and support from other people? |  |  |  |
| Eyesight ranges, including those who do not see? |  |  |  |
| Hearing ranges, including those who do not hear? |  |  |  |
| Sense of smell ranges, including those who do not smell? |  |  |  |
| Cognition ranges, including those who utilize support from other people? |  |  |  |
| Emotional capacity and expression ranges? |  |  |  |
| Mental health ranges, including those currently experiencing a mental health diagnosis? |  |  |  |
| Other (include your own list) |  |  |  |
| **Victim/Offender Status Ranges Such As:** |  |  |  |
| People who have experienced trauma, been a victim of a crime, or forms of oppression? |  |  |  |
| People who have made mistakes, including those who have been convicted of a crime, or otherwise engaged in the criminal justice system? |  |  |  |
| Other (include your own list) |  |  |  |

***NOTE: All People Thriving is dedicated to continued incorporation of human experiences into this Accessibility and Inclusion Review document.***