

### TOOL 3: FRONTLINE WORKER ATTITUDES RELATING TO DISABILITY & GBV

This tool can be used by supervisors to assess existing attitudes and assumptions on disability, and to start an open conversation with staff around working with persons with disabilities. **Staff should read each statement and then tick the box according to whether they agree or disagree with the statement.**

Statements:	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
1. Persons with disabilities are not vulnerable to gender-based violence				
2. Women and girls with disabilities face discrimination based on both gender and disability				
3. GBV survivors with disabilities should go to separate, more specialized services designed for persons with disabilities				
4. People with intellectual disabilities do not need information about GBV services.				
5. Persons with disabilities are unable to, or should not, have the same opportunities as other men and women				
6. Persons with disabilities can participate in the same GBV prevention activities as others in the community				
7. Women and girls with disabilities are safer if they stay in their homes all day				
8. The care-giver of a person with disabilities must always give permission first for the person to participate in activities				

## Supervisor Scoring Form

The following can be used by supervisors to score staff responses, and track change over time in staff attitudes and assumptions. Staff with more positive attitudes and assumptions about working with persons with disabilities will have a higher score out of a possible total score of 32.

Statements:	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
1. Persons with disabilities are not vulnerable to gender-based violence	1	2	3	4
2. Women and girls with disabilities face discrimination based on both gender and disability	4	3	2	1
3. GBV survivors with disabilities should go to separate, more specialized services designed for persons with disabilities	1	2	3	4
4. People with intellectual disabilities do not need information about GBV services.	1	2	3	4
5. Persons with disabilities are unable to, or should not, have the same opportunities as other men and women	1	2	3	4
6. Persons with disabilities can participate in the same GBV prevention activities as others in the community	4	3	2	1
7. Women and girls with disabilities are safer if they stay in their homes all day	1	2	3	4
8. The care-giver of a person with disabilities must always give permission first for the person to participate in activities	1	2	3	4