



Avalon Foundation | [www.fundacjaavalon.pl](http://www.fundacjaavalon.pl)



# Turning urgent needs into global action

„Sebastian Luty was injured in an accident at the age of  
28...



# His | Our history

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As a result of an accident, Sebastian Luty was left 95% paralysed at the age of 28. Ignoring doctors' predictions, he learned to breathe independently and remained determined to work. In 2006, the Friends of Sebastian Foundation was created to support his rehabilitation. Renamed in 2009 and granted the status of a public organisation, the Foundation grew rapidly, with Sebastian using his experience to help other people with disabilities. Today, the Foundation has more than 100 employees, including people with disabilities, who are working to change perceptions and promote full integration into society.

We emphasise that diversity is universal, accessibility benefits everyone, and everyone can live as a full and recognised member of society.

# AIM HIGH



**We don't just believe**  
**– we have undeniable proof that determination**  
**and action lead to success on a grand scale**



# Communication that changes reality



- **Social Campaigns:** “Nothing Human Is Foreign to Us”, “Now You See Me”, “The Era of Accessibility”, “Disability Doesn’t Define Us” – reshaping society’s perception of persons with disabilities
- **Artistic Projects:** “The (In)Accessibility Era” exhibition at the National Museum in Kraków (Cracow) – visualizing barriers and inspiring accessible workplaces
- **Advocacy & Systemic Change:** supporting personal assistance legislation, increasing tax donation from 1% to 1.5% – creating real impact on social policy
- **Inclusive Employment Model:** employing persons with disabilities within Avalon – demonstrating inclusivity in practice
- **Career Programs:** *Projects* – providing practical tools to enter the labor market



Kampania Fundacji Avalon współfinansowana jest ze środków Państwowego Funduszu Rehabilitacji Osób Niepełnosprawnych



## REAL IMPACT



Through our projects we want to eliminate constraints so that people with disabilities and chronic illnesses live in a world where they can take active part in every sphere of life. We are committed to changing the perception of disability by society and by people with disabilities themselves.

We help raise funds, rehabilitate, promote sporting activities, we educate, support and keep growing!

**15'500**

Wards

**20**

Years of operation

**PLN > 500  
million  
paid out**

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# What is our goal and mission?

Our mission is to transform how persons with disabilities are perceived

- from being defined by impairment to being recognized as autonomous and empowered
- by turning the principles of the UN Convention on the Rights of Persons with Disabilities into action through a holistic, interconnected approach.

**We challenge barriers, promote inclusion,  
and ensure equal opportunities for all**

A solid orange horizontal bar spanning the width of the slide at the bottom.

# GUIDED BY NEEDS, FOCUSED ON DEVELOPMENT



**CAREER COUNSELING  
REFUGEES  
WITH DISABILITIES  
SUPPORT CENTER**



**SELF DEVELOPEMENT: CAREER DEVELOPEMENT**

**ACTIVE  
REAHBILITATION  
CENTRE**



**SOCIAL INCLUSION: CONNECTING AND BELONGING**

**COMPREHENSIVE  
ASSISTANCE  
CENTRE**



**PHYSIOTERAPY: EVERYDAY MOBILITY**

**SUPPORT: NEEDS MAPPING**

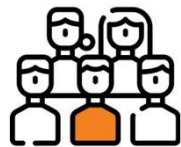
**ACCESSIBILITY**



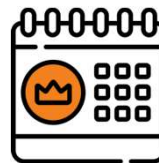
# PROJECTS



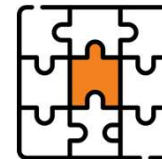
## Avalon Foundation's Actions Supporting Employment and Professional Development of People with Disabilities



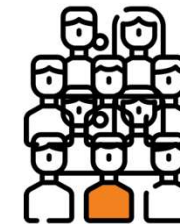
120 participants



4 years



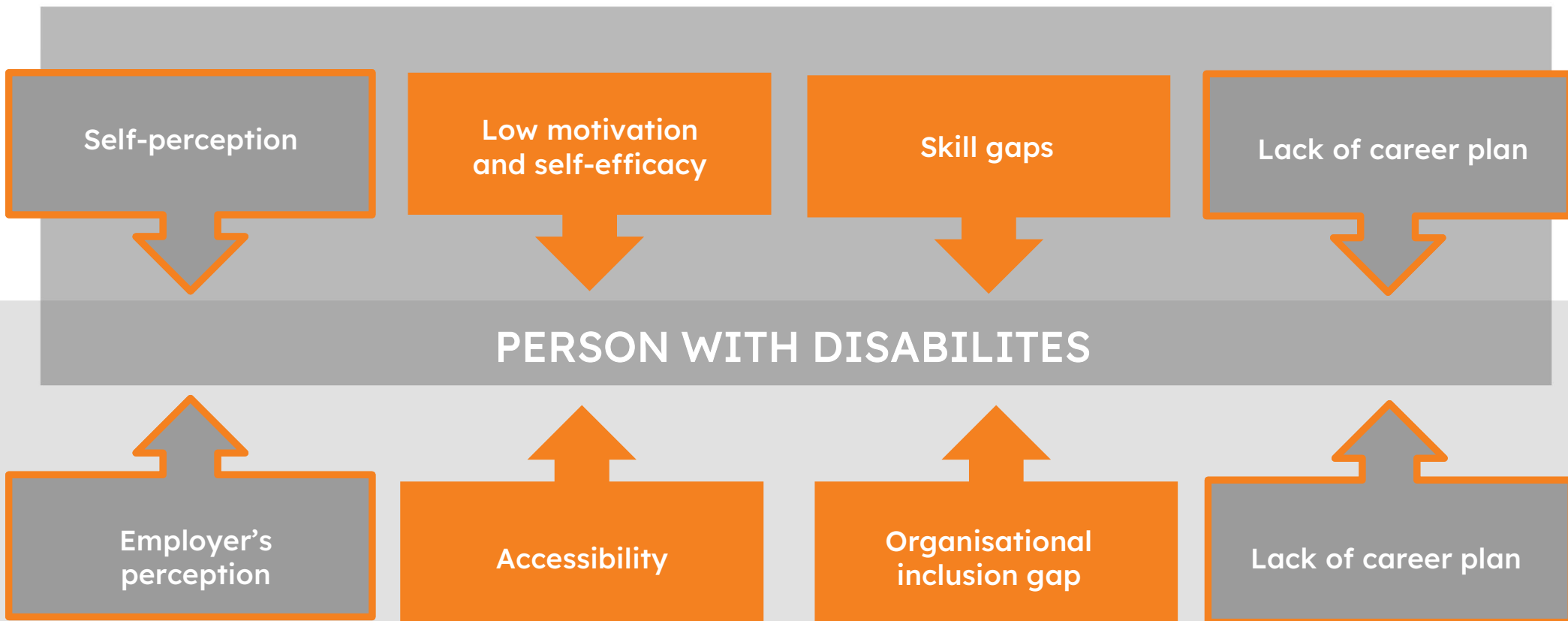
4 projects



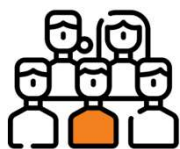
Community

- Road to Activity 2024
- A Chance for a New Start 2024-2026
- Career Project – Training Path
- Career Project

# CHALLENGES



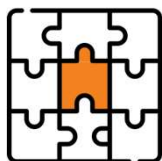
# BEST PRACTICES



BENEFICIARIES

- **Needs mapping** - coaching, mentoring, Individual Development Plan.
- **Learning hard skills**- digital competencies and self-presentation workshops.
- **Support in filling formal requirements** – role of Career Advisor.
- **Real-Life Learning & Practical Experience** – job interview, remote work.
- **Social rehabilitation** – individual and group coaching.
- **Building supportive attitudes among family and friends** – individual and group coaching.

# BEST PRACTICES



WORKPLACE  
ENVIRONMENT



- **Education** – employer’s perception, role matching, and realistic job requirements for the candidate
- **Needs mapping** – transparent work scope and ensured accessibility
- **Accessibility** – available tools to adapt to the surroundings
- **Organisational culture** – raising awareness of inclusive attitudes and behaviour.
- **Showcasing use cases with partners** – real-life scenarios and success stories presented by employees (BGK, Auchan, Tyflocon, Hilton).

# REFUGEES WITH DISABILITIES SUPPORT CENTER



## Professional Activation & Social Integration

- **Career consultations** 500+ individual.
- **Polish language courses** (1,800 hours) supporting adaptation and employability.
- **Integration & cultural workshops** to build community and social skills.



## International Cooperation – Supporting Employment & Social Integration

- **Collaboration with global partners** to implement international standards for inclusive support:
  - International Organization for Migration (IOM)
  - UNICEF, International Medical Corps (IMC),
  - Lutheran World Federation (Poland),
  - WHO & UNHCR.
- **Knowledge transfer to local NGOs and institutions** trainings on working with refugees with disabilities, mentoring, and employment guidance.

# ACCESSIBILITY

## UNIFIED STANDARDS

### Challenges Ahead

#### Education and Awareness

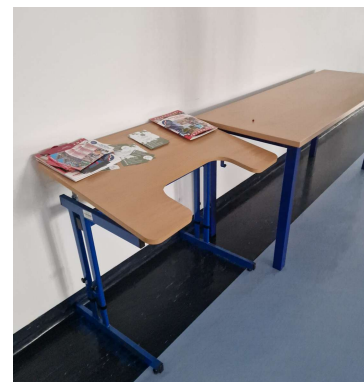
Training employers and teams to embrace diversity.

#### Workplace Inclusion

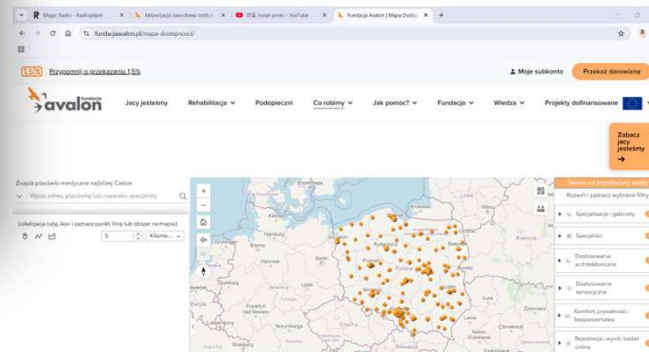
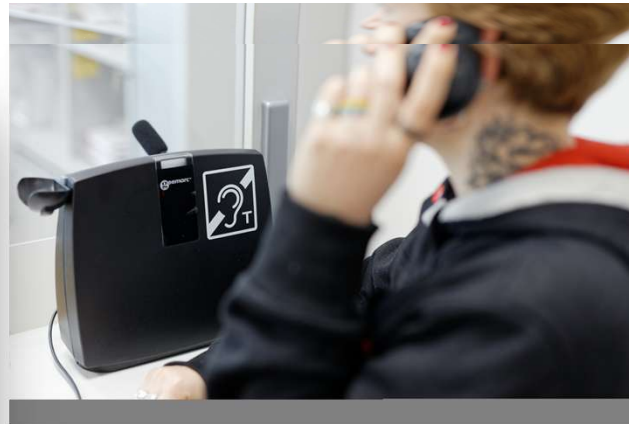
Promoting accessible employment and understanding individual potential.

#### Cross-sector Collaboration

Engaging public institutions, NGOs, and businesses to co-create systemic solutions.



# ACCESSIBILITY



# OUR VOICE MATTERS



## Advocacy in Public Institutions supporting Persons with Disabilities

- Public Benefit Activity Council
- Legal Simplification Group
- PFRON Dialogue Forum
- Polish Dental Association "Accessible Dentistry Project,"
- Partnership for Accessibility – Ministry of Family and Social Policy



## Symposia and congresses on disability rights

- Gdynia Film Festival
- EU Presidency – “The Image of Persons with Disabilities”



## Career empowerment

- Active partner of the Inclu(vi)sion network – advancing accessibility and professional inclusion

# OUR VOICE MATTERS



# Contact



## Address

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Tel / fax: 22 266 82 94

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Reception: [kontakt@fundacjaavalon.pl](mailto:kontakt@fundacjaavalon.pl)  
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Rehabilitation: [fundacja@fundacjaavalon.pl](mailto:fundacja@fundacjaavalon.pl)  
Media inquiries: [pr@fundacjaavalon.pl](mailto:pr@fundacjaavalon.pl)

## Working hours

Sub-account Division:  
Monday-Friday: 8:00 a.m.-4:00 p.m.

Rehabilitation and reception:  
Monday - Thursday: 8:00 a.m.-9:00 p.m.  
Friday: 8:00 a.m.-4:00 p.m.