

University Persons with Disabilities Policy

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1. Purpose

The purpose of this policy is to establish the University's commitment to creating an inclusive, accessible, and equitable learning and working environment for individuals with disabilities. The policy ensures that reasonable adjustments are made to remove barriers and provide equal opportunities, aligning with SDG 4 (Quality Education), SDG 10 (Reduced Inequalities), SDG 11 (Sustainable Cities and Communities), and the Social pillar of ESG frameworks.

2. Scope

This policy applies to all individuals with physical, sensory, cognitive, mental health, and learning disabilities who are part of the university community, including students, faculty, administrative staff, researchers, visitors, and applicants. It covers all areas of university activity: academic programs, employment, facilities, communications, digital infrastructure, events, and campus life.

3. Policy Statement

The University is committed to:

- Upholding the rights and dignity of persons with disabilities.
- Providing timely and appropriate **reasonable adjustments** to remove or reduce barriers.
- Allocating **adequate financial resources** to support infrastructure, technology, services, and human support systems.

- Promoting a **culture of accessibility**, inclusion, and respect across the university.

4. Definitions

- **Disability:** A physical, mental, intellectual, or sensory impairment that may hinder full participation in university life on an equal basis with others.
- **Reasonable Adjustment:** A necessary and appropriate modification or accommodation that does not impose a disproportionate or undue burden on the institution.
- **Accessibility:** The extent to which the university's physical, academic, digital, and social environments are usable by all people, including those with disabilities.

5. Key Areas of Provision

A. Physical Accessibility

- Ensure all new buildings and renovations comply with universal design and national accessibility codes.
- Retrofit existing buildings to improve access (ramps, elevators, tactile surfaces, signage).

B. Digital Accessibility

- Ensure all digital learning platforms, websites, and resources comply with **WCAG (Web Content Accessibility Guidelines)**.

C. Academic Adjustments

- Alternative exam formats, extended time, note-taking assistance, accessible course materials, and modified attendance requirements.

D. Employment Support

- Adjustments in recruitment, induction, and workplace arrangements for staff with disabilities.

E. Communication and Engagement

- Use of assistive technologies, sign language interpreters, and accessible information dissemination.

F. Transportation and Mobility

- Accessible campus transport, parking areas, and pathways.

6. Institutional Responsibilities

- Establish an **Accessibility and Inclusion Office** to coordinate disability services.

- Appoint **Disability Support Coordinators** in each faculty or department.
- Ensure staff receive **training on disability awareness** and inclusive practices.

7. Funding and Resource Allocation

- A **dedicated annual budget** shall be allocated to support:
 - Accessibility infrastructure upgrades.
 - Purchase of assistive technologies.
 - Human support services (e.g., interpreters, personal assistants).
 - Awareness campaigns and training programs.

The university shall actively seek national and international funding opportunities to enhance provision and sustainability of services.

8. Monitoring, Reporting, and Accountability

- Annual accessibility audits and feedback mechanisms shall be implemented to assess the effectiveness of accommodations.
- A report on disability inclusion and expenditure shall be submitted to university leadership and made publicly available.
- A grievance and redress mechanism shall be established to handle complaints related to disability, discrimination or lack of reasonable adjustments.

9. Legal and Global Alignment

This policy is aligned with:

- UN Convention on the Rights of Persons with Disabilities (UN CRPD)
- UN SDGs 4, 10, and 11
- National disability rights legislation
- ESG standards – Social Pillar
- G3ICT and UNESCO guidelines on digital inclusion