



NAME: SIMAD DISABILITY POLICY

Policy No. 018

First Edition

Revision: 00

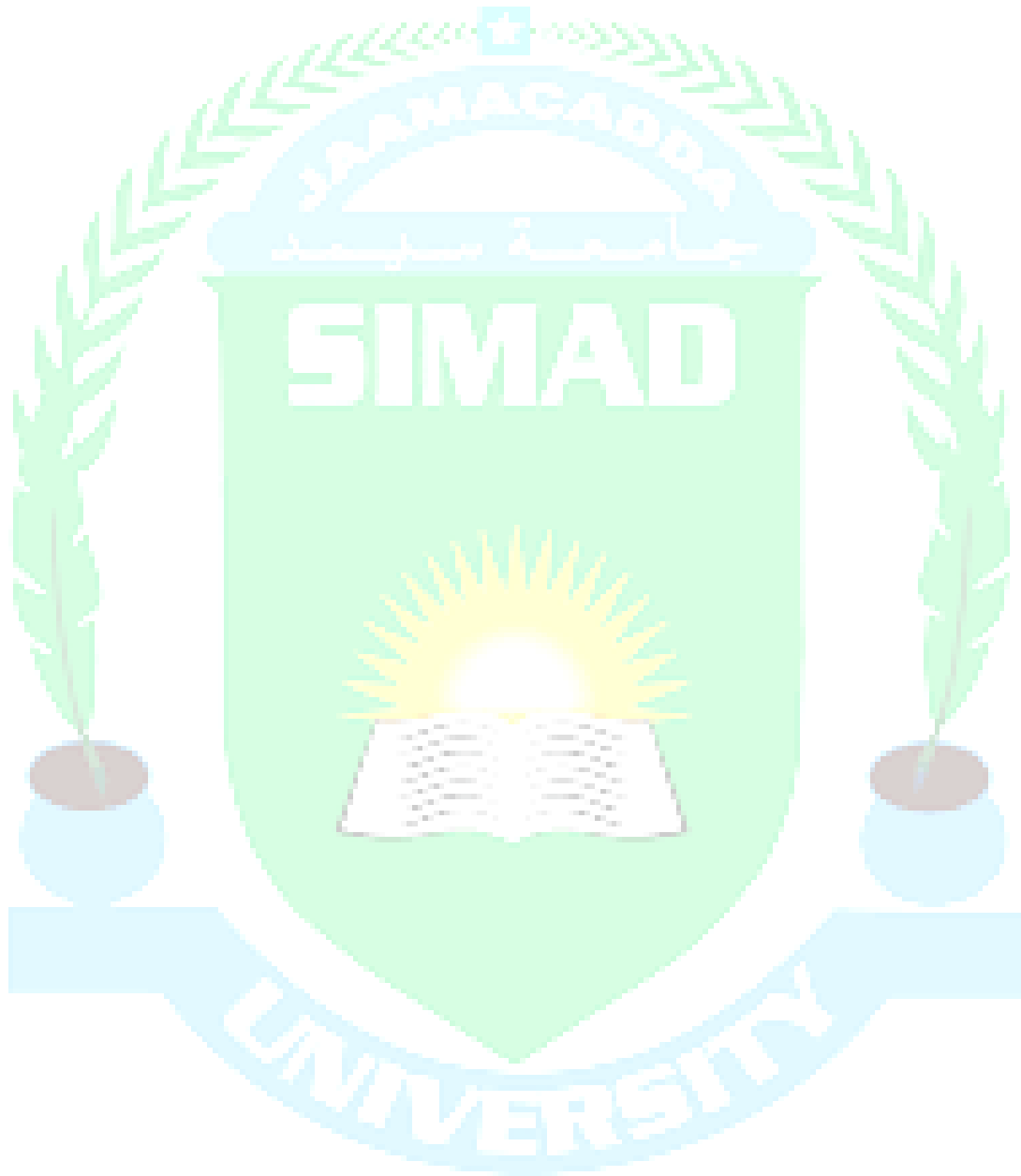
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I. ABBREVIATIONS

SU

SIMAD University



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1.0 CITATION

This policy is known as the **SU Disability Mainstreaming Policy**. This is Policy number (018) and is referenced as **SU/PL/018**.

2.0 PURPOSE AND SCOPE

SU University Disability Mainstreaming Policy provides a framework for providing support and opportunities for Disabled persons in SU to access quality education and employment opportunities in a fair, just, equitable and non-discriminative manner.

3.0 POLICY GOALS AND OBJECTIVES

3.1 Policy Goal

The goal of this policy is to provide equitable learning and working opportunities and ideal environment for staff and students with Disabilities to realize and exploit their full potential

3.2 Policy Objectives

The objectives of this policy are:

- a. To provide equal opportunities and conducive learning environment for the disabled persons at SU
- b. To build confidence and support the aspirations of the disabled persons within the University and entire society;
- c. To create awareness and promote the rights of disabled persons;
- d. To guide provision and improvement of supportive structures, facilities and resources to disabled persons
- e. To improve access to quality education by the disabled persons
- f. To guide mainstreaming of disability issues in the SU community

4.0 LEGISLATION

The policy derives its powers from SU Statutes as well as policy documents and guidelines.

5.0 POLICY STATEMENT

The University is committed to building a learning, teaching and research environment ideal for Persons with Disabilities. The University shall give special attention on the needs of Persons with Disabilities at all levels by ensuring that the needs of the disabled are taken into account during in the design of facilities, curriculum design and delivery, examination and assessment, employment and other University activities.

6.0 DEFINITIONS

Affirmative action	means any action taken by the University and aimed at addressing the needs of Persons with Disabilities with the aim of assisting them to equitably gain employment and admission to the University.
Discrimination	means unfair and unjust treatment of a Person with Disabilities in respect to the degree and extent of their disability and includes but not limited to derogatory references and unfair treatment;
University	means the SU
Person with Disability	means a disabled student, staff or visitor unless where explicitly stated

7.0 RESPONSIBILITIES

The SU Disability Policy is to be used by all the BOT, University Senate, the Management Board, University staff, visitors and Partners. The University Senate develops and reviews this policy. The Senate ensures that University facilities are constructed in consideration of the needs of Persons with Disabilities. The Deputy Rector Academics ensures that students and staff are inducted on ways and methods of assisting Persons with Disabilities. The Deputy Rector Academics also ensures that all academic programmes, teaching activities and the library services take care of the needs of Students and staff with Disabilities. The Dean of Student Affairs ensures that Students with Disabilities are involved in all University activities. The Rector shall authorize this policy and provide oversight on its implementation and administration.

8.0 METHODOLOGY FOR IMPLEMENTATION

8.1 Commitment to Non-Discrimination

- a) The University supports, upholds and promotes the rights of Persons with Disabilities comprising of both students, staff and visitors
- b) The Deputy Rector Academics ensures that the needs of Persons with Disabilities are integrated in all University operations and activities

8.2 University Physical Facilities, Environment and Orientation

- a) University facilities shall be constructed in a way that provides ease of use by Persons with Disabilities especially those who are visually impaired and physically challenged.
- b) Staff and students shall be inducted and oriented on the methods to use to assist Persons with Disabilities

- c) Each Person with Disability shall be assigned a colleague to assist them within the University. The assigned colleague orientates the Person with Disability on University activities and programmes. Persons with Disabilities are asked to choose the colleague they prefer to assist them.
- d) The University shall continually review the needs of Persons with Disabilities and prepare recommendations for review by the Senate.

8.3 Employment of Persons with Disabilities

- a) The University shall support employment of Persons with Disabilities by ensuring equality of opportunity and work in line with the equality, diversity and inclusive policy of the University
- b) Persons with Disabilities shall be subjected to the equal terms and conditions of employment. This shall include provisions for same incentives, allowances, compensations and salaries, benefits and treatment as other qualified staff who are not disabled
- c) All advertisement for employment and work opportunities shall include a statement that encourages persons with disabilities who meet the set requirements to apply

8.4 Enrollment of Students with Disabilities

- a) The University does not deny prospective students admission based on their disability.
- b) All advertisement for course and programs shall include a statement that encourage Persons with Disabilities to apply for courses and programs which they meet the entry requirements.

8.5 University Academic Programmes, Teaching, Learning and Research Environment

- a) The Disability policy shall be embedded in the teaching, research, examinations and assessments programmes to ensure they take into account the needs and rights of the disabled. The following criteria shall be used to achieve disability mainstreaming in the University:
 - i) Ensuring that the design of University learning, teaching and research facilities are providing for special facilities designed to serve the needs of Persons with Disabilities
 - ii) Ensuring that design of learning buildings and facilities provide ease of access to the disabled persons such as use of lifts and ramps
 - iii) Ensuring assistive devices are readily available and accessible for use such as facilities to aid movement and learning like braille
 - iv) Implementing programs that allow disabled persons to be paired with select students to assist and bond with them while in the university

- v) Ensuring academic programs curriculum specify and provide for the assistive resources, facilities and programs needed to ensure optimal participation and learning process for the disabled


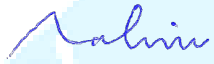
8.6 University Library

- a) The University Library shall be located in a place where persons with disability such as physically disabled can easily access including use of lifts and ramps where feasible
- b) The University shall set aside a section for use by Persons with Disabilities in the Library
- c) The Disabled persons section shall be fitted with special facilities to suit Persons with Disabilities.
- d) Visually Impaired users shall be assisted with Braille versions of the library resource materials or the users assisted to make reference to the material
- e) Persons with Disabilities shall be accorded individualized assistance by library staff to access resources within the library but out of their physical reach including assisting them with resources located away from their section

9.0 REVISION HISTORY

This is the first edition of the Policy. The Policy shall be reviewed not less than once in every five academic years

10.0 AUTHORIZATION AND EFFECTIVE DATE

10.1	This manual is effective from January 23, 2020
10.2	Policy Prepare by: Quality Assurance Signature  Designation Director Date: November 28, 2019
10.3	Policy Approved by: Dahir Hassan Abdi Signature  Designation The Rector Date: January 23, 2020