ACCESSIBILITY POLICY FOR PEOPLE WITH DISABILITIES

Objective:

Salim Habib University is committed to fostering an inclusive and accessible educational environment. The primary objective of the Accessibility Policy is to provide equitable access to education and facilities for individuals with disabilities. This policy aims to eliminate barriers, both physical and digital, ensuring that all members of the university community, including students, faculty, staff, and visitors with disabilities, can fully participate in academic, social, and professional activities.

Scope:

This policy applies to all aspects of Salim Habib University's operations and services, covering both physical and digital environments. It encompasses but is not limited to, facilities, instructional materials, online platforms, events, and communication channels. The scope extends to all members of the university community, as well as prospective students, employees, and visitors with disabilities. SHU recognizes the diversity of disabilities and is committed to accommodating various needs to create an accessible and inclusive learning and working environment.

Guiding Principles:

1. **Equal Access:** Ensure that individuals with disabilities have equal access to the same opportunities, programs, and services as their peers without disabilities.

2. **Diversity of Disabilities**: Recognize and accommodate a wide range of disabilities, including but not limited to, physical disabilities, sensory impairments, learning disabilities, and mental health conditions.

3. **Inclusive Design**: Promote the principles of universal design to create environments, products, and services that are accessible to everyone, regardless of ability or disability.

4. **Reasonable Accommodations**: Provide reasonable accommodations and support services to facilitate the full and effective participation of individuals with disabilities.

5. **Digital Accessibility:** Ensure that all digital platforms, including websites, online courses, and instructional materials, are designed and maintained to be accessible to individuals with disabilities.

6. **Facility Accessibility:** Implement physical accessibility features in university buildings, including ramps, elevators, accessible restrooms, and signage, to enable easy navigation for individuals with mobility impairments.

7. **Communication Accessibility:** Ensure that communication methods are accessible to individuals with hearing or visual impairments. This includes providing sign language interpreters, captioning services, and accessible formats of written materials.

8. **Training and Awareness:** Conduct regular training sessions for faculty, staff, and students to increase awareness of accessibility issues and promote inclusive practices.

9. **Collaboration and Feedback:** Collaborate with relevant disability advocacy organizations and seek feedback from individuals with disabilities to continuously improve accessibility measures.

10. **Implementation:**

    i.   Accessibility Committee: Establish an Accessibility Committee responsible for overseeing the implementation and continuous improvement of accessibility initiatives.
    ii. Accessibility Assessments: Conduct regular assessments of physical and digital spaces to identify barriers and prioritize accessibility enhancements.
    iii. Accommodation Process: Develop a transparent and efficient process for requesting and providing reasonable accommodations to individuals with disabilities.

11. **Digital Accessibility Standards**: Adhere to recognized digital accessibility standards (e.g., WCAG) to ensure the accessibility of online platforms and content.

12. **Promotion of Accessibility Features:** Prominently communicate the availability of accessibility features and support services to the university community.

13. **Compliance Monitoring:** Regularly monitor compliance with accessibility standards and regulations, making adjustments as needed.

14. **Review and Revision:** This Accessibility Policy will be reviewed periodically to assess its effectiveness and relevance. Updates and revisions will be made based on emerging best practices, changes in technology, and feedback from the university community, with the ultimate goal of creating an accessible and inclusive environment at Salim Habib University.