Policy subject: Disability Inclusion and Support Policy	**Policy number:** **44**/P.D/2024	**Date of last revision:** 2024/11/15
Implementing body: Administrative Affairs Department	**Implementing start date:** 2024/11/20	**Policy reference:** Planning and Development Department

1. Overview:

Palestine Ahliya University (PAU) is committed to providing an inclusive environment for students with disabilities. The Disability Inclusion and Support Policy ensures equal access to education, resources, and campus life. It addresses both visible and invisible disabilities, focusing on removing barriers and fostering a culture of inclusion.

2. Objectives:

- **Equal Access**: Ensure students with disabilities have access to academic programs and campus services.
- **Accommodations**: Provide support tailored to individual needs.
- **Inclusive Culture**: Foster a welcoming campus environment.
- **Accessibility**: Enhance physical, technological, and academic access.
- **Awareness**: Promote respect and understanding across the campus.

3. Scope:

- **Students with Disabilities**: Including physical, sensory, intellectual, and mental health disabilities.
- **Faculty and Academic Departments**: Responsible for implementing accommodations and support.
- **Support Offices**: Student Affairs, Academic Advising, and Counseling Services provide assistance.
- **University Administration**: Ensures policy implementation and resource allocation.

4. Statements:

- **Equal Opportunities**: PAU ensures equal access to education and activities for students with disabilities.
- **Respect and Dignity**: Disability is part of human diversity, and students' contributions are valued.
- **Confidentiality**: Disability-related information will be kept confidential.
- **Collaboration**: PAU works with students, faculty, and external organizations for full inclusion.

5. Procedures:

1. **Reasonable Accommodations**:

- o Students request accommodations via the Disability Support Office (DSO), providing necessary documentation.
  - o Types include extended exam time, accessible materials, and seating arrangements.
  - o DSO collaborates with faculty for implementation.
2. **Accessibility Enhancements**:
   - o Improve campus accessibility with ramps, elevators, and assistive technologies.
   - o Ensure online resources meet accessibility standards.
3. **Awareness and Training**:
   - o Faculty and staff receive training on disability inclusion and teaching strategies.
   - o Awareness campaigns will educate the campus community.
4. **Counseling and Support**:
   - o Provide mental health services for students with disabilities.
   - o Create peer support networks for shared experiences and coping strategies.
5. **Grievance and Appeals**:
   - o Students can file grievances if accommodations are unmet or discrimination occurs.
   - o Appeals can be made to the Disability Appeals Committee.

Key Performance Indicators (KPIs):

1.	Percentage of Accessible Facilities for Disabilities
2.	Number of Disability Support Service Beneficiaries