



The Hashemite University (HU)	
Policy Management System	
Disability Empowerment Policy	
Policy Code:	HU0302
Policy Name:	Policy to Support and Empower People with Disabilities
Handler:	The Hashemite University President
Issuing Authority :	Deanship of Students' Affairs
Approved by:	The Dean's Council based on the 2022 Sustainable Development Framework (Ref. 16/13/10/2202761)
Revision cycle:	(5-7) years

Policy Statement

The Hashemite University is dedicated to fostering a diverse and inclusive environment, firmly committed to non-discrimination in accordance with Sustainable Development Goal 3. This policy ensures equal opportunities for individuals with disabilities, aligning with Law No. (20) of 2017 - the Law on the Rights of Persons with Disabilities, and the Ten-Year Strategic Plan for Inclusive Education in the Hashemite Kingdom of Jordan.

Background and Justification

In accordance with our commitment to Sustainable Development Goal 3 and the principles of inclusion and non-discrimination, the Hashemite University strives to offer equal educational and employment opportunities to all individuals, including those with disabilities. This policy is developed to guarantee access and full participation for individuals with disabilities in all university programs and aligns with pertinent national legislation and strategic plans.

Scope and Purpose

Scope: This policy is applicable to all members of the Hashemite University community, encompassing students, faculty, staff, and visitors. It is imperative for every community member to adhere to this policy.

Purpose: This policy serves the following primary objectives:

- a) Ensuring equal access and participation for individuals with disabilities, regardless of whether they are students, faculty members, staff, or visitors, in all university programs.
- b) Creating and maintaining an inclusive and supportive university environment that is accessible to all community members in line with laws and strategic plans related to people with disabilities.

Principles of the Policy

Access and Infrastructure:

a) Hashemite University is committed to establishing a universally accessible environment by implementing the principles of universal design. This includes making all university buildings and facilities wheelchair-friendly and equipping them with essential amenities such as ramps, elevators, and accessible health facilities.

b) Information and communication technologies, including the university's websites and digital resources, will be designed to be accessible to individuals with various disabilities, including those who rely on screen readers and other assistive technologies.

c) To further support students with disabilities, the Student Affairs Deanship will provide a dedicated office and hall. This facility will facilitate the management of affairs and help new students adjust to university life, overcoming any obstacles they may encounter. The university will equip this facility with modern devices and equipment. Additionally, to promote the inclusion of deaf students, sign language courses are offered, and a number of sign language interpreters have been prepared and qualified.

Academic Support:

a) The university is committed to providing reasonable academic support and facilities to ensure that students with disabilities have equal access to educational programs. This includes accommodations such as extended exam time and the provision of accessible course materials and alternative formats for educational content.

b) Faculty members will receive training and guidance on how to best support students with disabilities.

c) The university will take responsibility for providing students with physical, visual, and auditory disabilities with necessary resources, including books, readers, interpreters, and any devices or equipment required to facilitate their university studies and help them overcome obstacles.

Employment and Workplace Support:

- a) The university is dedicated to offering equal employment opportunities for individuals with disabilities. We aim to attract, retain, and empower disabled employees by providing reasonable workplace facilities and accommodations to ensure their success.
- b) Both employees and supervisors will receive training in disability awareness and integration in the workplace.
- c) The university's buildings will be equipped with facilities and elevators to support people with mobility disabilities. Additionally, private car access to the desired building will be facilitated.
- d) If any female student with disabilities requires student housing, the university will make the necessary accommodations.

Awareness and Education:

- a) The university actively promotes awareness and education regarding the rights of people with disabilities, inclusion, and diversity within the university community. Regular awareness campaigns, seminars, and workshops are organized to foster a more inclusive environment.
- b) Educational resources related to the rights of people with disabilities and inclusion will be readily available to all university community members.

Definitions

Disabilities refer to physical, mental, sensory, or cognitive impairments that may affect a person's ability to perform daily activities, participate fully in society, or engage in gainful employment. Disabilities can vary widely in their nature and severity, and they can be either congenital (present at birth) or acquired later in life due to illness, injury, or other factors. Disabilities may include, but are not limited to:

1. **Physical Disabilities:** These involve limitations in a person's physical mobility or functioning. Examples include mobility impairments, amputations, and paralysis.
2. **Sensory Disabilities:** These are related to impairments in one or more of the five senses, such as vision or hearing loss. Visual impairments range from low vision to blindness, while hearing impairments range from partial hearing loss to deafness.
3. **Mental Disabilities:** These disabilities affect cognitive functioning and may include conditions such as intellectual disabilities, autism spectrum disorders, and learning disabilities.
4. **Psychiatric Disabilities:** Conditions like depression, anxiety disorders, bipolar disorder, and schizophrenia fall into this category. They impact a person's mental health and emotional well-being.
5. **Developmental Disabilities:** Conditions that manifest early in life and affect physical, intellectual, or behavioral development, such as Down syndrome and cerebral palsy.
6. **Neurological Disabilities:** Conditions that affect the nervous system, including epilepsy, multiple sclerosis, and Parkinson's disease.

Responsibilities

Financial Support: Students with disabilities registered at the university are eligible for a tuition discount if they meet the specified conditions. Competitive program fees for students with disabilities from government higher education institutions will not exceed (10%), while parallel program fees will not exceed (25%).