



# Policy On Persons Living With Disabilities 2021

(Version 1)

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# Overview of Riara University

## **Vision**

Riara University aspires to be a Centre of Excellence in Scholarship, Research and Human Resource Development.

## **Mission**

Empowering lives, Impacting communities

## **Value Statement**

**Excellence** - Strive for Excellence at all times.

**Leading by Example**- through hard work to demonstrate leadership by taking responsibility for your actions.

**Teamwork** - If you want to go fast, go alone. If you want to go far, go together.

**Integrity** - Always be Ethical and Professional in your Conduct.

**Innovation** -Breakthrough Ideas are rewarding and create value addition in life.

## **Motto**

Nurturing Innovators

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# Abbreviations and Acronyms

**PWDs** - Persons Living with Disabilities

**NCPWD** - National Council for Persons with Disability

## Definition of Terms

**Disability:** A physical or other impairment, including visual, hearing, learning or physical incapability which impacts adversely on social, economic or environmental participation.

**Equity:** refers to the practice of fairness and justice in the distribution of benefits, access to and control of resources, responsibilities, power, opportunities and services.

**Impairment:** A partial or total loss or damage of a body part or parts.

**Adaptations:** Includes redesigning of implements, tools, equipment, machines, workstations, work environment or adjustment in work schedules, sequence of work and breaking down work tasks.

**Assistive devices and services:** Implements, tools and specialized services (including the services of qualified interpreters for the hearing impaired and qualified teachers for the visually impaired) provided to persons with disabilities to assist them in education, employment or other activities.

**Discrimination:** Any direct or indirect exclusion or restriction based on disability which has the purpose or effect of impairing, nullifying the recognition, enjoyment or exercise, on an equal basis with others. It is the denial of any human rights or fundamental freedom in the political, economic, socio-cultural, and civil or any other field, and, includes use of words, gestures or caricatures that demean, scandalize or embarrass a person with a disability.

**Persons with Disabilities:** persons with permanent physical, mental, intellectual, developmental, visual and hearing impairment or albinism, which in interaction with the environment may hinder their full and effective participation in the society on an equal basis with others and recognized by an authorized entity.

**Inclusion:** Focuses on the process of adjusting the learning and training institutions and the society so that all the individuals regardless of their differences can have the opportunity to interact, play, learn, work and experience the feeling of belonging and develop in accordance with their potentials and difficulties.

**Academic Adjustment:** An adaptation made to ensure that a student with a disability is able to benefit from equal educational opportunity. An adjustment is reasonable if it successfully balances the interests of all parties affected.

**Reasonable Accommodation:** an adjustment made to ensure equity for an individual based on a proven need.

**Reasonable adjustment:** Reasonable adjustments for students are measures taken by the University to enable students to have full access to the provision of all educational services on the same basis as students without a Disability such as:

- a. Admission and enrolment
- b. Participation in a course or program
- c. Use of facilities and services



# 1. Introduction

Riara University is a diverse community that purposes to provide an enabling and equal opportunity environment to its stakeholders to fulfil their potential and giving special attention to people living with disability. This policy spells out the commitment of the university to eliminate any form of barrier associated with disability in our community. The Kenya's Vision 2030 calls for participation of all Kenyans. The Constitution of Kenya (2010) provides for and emphasizes on the bill of rights in chapter 4. In line with this, the Government has put in place the National Council for Persons with Disability (NCPWD), a semi-autonomous government agency charged with ensuring the implementation of the provisions of the Persons with Disabilities Act of 2003.

This act of parliament provides for the rights, rehabilitation of, and achieving equalization of opportunities for PWDs. Among others, the NCPWD:

- i. Ensures formulation of policies designed to achieve equal opportunities for PWDs,
- ii. Recommends measures to prevent discrimination against PWDs,
- iii. Encourages and secures rehabilitation of PWDs within communities and social environment and
- iv. Raising public awareness regarding PWDs.

## 1.2 Guiding Principles

The general principles for mainstreaming disability are as follows:

- a. Respect for inherent dignity, individual autonomy which includes freedom of choice and independence of all persons
- b. Non-discrimination.
- c. Full, equal and effective participation and inclusion in society.
- d. Respect for difference and acceptance of PWDs as part of diversity and humanity.
- e. Accessibility.
- f. Equity among men and women.
- g. Respect for the capacities of students and staff with disabilities.

## 2. Purpose

This policy guarantees equity for people living with disability and reassure them of support in an inclusive environment..

## 3. Scope

This policy is applicable to all Riara University (RU) students and staff as well as all stakeholders in RU's jurisdiction and operates within the guidelines of the Disabilities Act, 2003 which is anchored in the Kenya Constitution of 2010 and all UN and global declarations and instruments on PWDs.

## 4. Policy Statement

Riara University provides equal opportunities for all students and staff by providing them with an environment for personal and intellectual growth and in compliance with Persons with Disabilities Act, 2003. To meet the commitments as expressed, Riara University offers educationally reasonable accommodations for the needs of qualified students with disabilities without compromising on standards. The RU goal is to provide access and reasonable accommodations in helping the students and staff have a conducive learning and working environment.

### 4.1. The purpose of this policy is to:

- a. Create a supportive environment that raises awareness and promotes a culture of appreciation towards people living with disabilities.
- b. Establish mechanisms to encourage enrolment and provision of opportunities including employment for people living with disability.
- c. Progressively make reasonable adjustments to provide an enabling environment for people living with disability.
- d. Employ reasonable adjustment in teaching, learning, assessment and evaluation strategies without compromising the standards but keeping real the uniqueness of people living with disability.
- e. Ensure the needs of people living disability are factored in physical facilities e.g. buildings, facilities and grounds and in compliance with all laws both national and international in regards to rights of people living with disability.
- f. To provide guidance or where applicable access to specialised equipment and information on assistive technology for teaching and learning for pwds.
- g. encourage disability disclosure among staff and students, while maintaining confidentiality

## 5. Objectives

The specific objectives of this policy include:

- a. To promote a safe, accessible, healthy work and study environment conducive to PWDs
- b. To maximize the contributions of staff and students with disabilities
- c. To facilitate PWDs access university facilities and services
- d. To ensure that the needs of PWDs are catered for in the discharge of human resource functions and management in work and studies.
- e. Enhancing communication

## 6. Procedures

### a. **Disclosure of a Disability by a Student**

Students with disability and wish the university to make adjustment of a process, teaching, learning, assessment, evaluation, assistive technology or other physical aids must first register with the admins of their schools disclosing their nature and extent of illness or disability.

### b. **Provision of Official Documentation to prove disability**

The disabled students should provide relevant documentation and avail themselves for interview. The documents have to be duly dated and signed.



### **c. State of Disability**

The documentation provided should specifically state the disability, i.e. mental health, medical, state of impairment; whether the disability is permanent, temporary or fluctuating; impact on the student; recommend reasonable accommodations, and clearly identify the health professional and their credentials. There is no restriction on the age of documentation for a permanent disability.

### **d. Communication and Disclosure**

The university will communicate accordingly on the requests done by people living with disability. The student then presents the approved adjustment offer communication to the respective recipients expected to facilitate the adjustments. The university privacy policy will safeguard the student's disclosure information.

## **7. Implementation**

Services for students with physical disabilities are coordinated through the Office of the Dean of Students who can be reached via [dos@riarauniversity.ac.ke](mailto:dos@riarauniversity.ac.ke) or +254703038000/703038323. In case of arising complaints the Dean of Students shall receive the written complaints and make necessary arrangements to engage stakeholders to address and give the feedback to the aggrieved parties with reasonable time. The Dean of Students will coordinate with the school heads to ensure promotion of equality and diversity in their area of activity.

## **8. Monitoring and Evaluation**

The university will progressively collect information regarding recruitment of people living with disability. This also includes PLWD feeling free to raise complaints when aggrieved and their privacy guaranteed. The M&E will be aimed at ensuring compliance, effectiveness and impact.

# 9. Policy Adoption and Approvals

Prepared by and Verified for Quality Control by:

Signature ...   
Director, Quality Assurance

**Recommended for Approval by:**  
Deputy Vice Chancellor – Administration and Planning

Signature..... 

Approved by the Management Board on:

Day 3rd Month March Year 2021

Signature  .....  
Chair, Management Board