



ACCESSIBILITY, DISABILITY, COMMUNICATION SUPPORTS AND ACCOMMODATION POLICY AL-AHLYIYA AMMAN UNIVERSITY 2023

Deans' council Decision No. : 1/21/2018-2019
Date : 9/10/2023
Revision : C



Carbon Emission Reduction Policy



1.1. Scope

This Policy applies to all Members of the University community, prospective Students, and job applicants who may have Disabilities. The Policy also applies to online activities, and to all settings and events including athletic, research, co-op, experiential learning, internship, class activities, and employment activity or workshops.

1.2. Purpose

The purpose of this Policy and its Procedures related to Student (“Student Procedures”) and Employee (“Employee Procedures”) Accessibility (as defined below) is to outline the respective roles and responsibilities of the University for current and prospective Students and Employees with Disabilities with respect to Accessibility and Accommodation.

1.3 POLICY

1. The University provides an inclusive and welcoming environment and makes available for Members with Disabilities the relevant services and support and reduces Barriers to entry for prospective Students and job applicants.
2. The University ensures that this Policy, the Student Procedures and the Employee Procedures are communicated to all Members
3. The University creates an accessible and inclusive environment through minimizing of Barriers and in the Accommodation processes. All Members, according to their different roles and responsibilities, will participate and engage in creating an accessible and inclusive University environment, and will make themselves aware of the Policy, including by participating in training and education opportunities dedicated to Accessibility.
4. The University makes reasonable effort to ensure that Members with Disabilities can use their own personal Assistive Devices to access services. If unable to accommodate the use of personal Assistive Devices, the University will work with the Member to provide an support.
5. The University is committed to working towards ensuring its facilities are as accessible as possible. To that end, the University is committed to ensuring that new building projects are designed with an awareness of the needs and requirements of persons with Disabilities. The University will continue to renovate existing facilities to achieve greater Accessibility. The University complies with building codes and



Accessibility provisions therein and will endeavor to elevate Accessibility standards when building or making changes to spaces.

6. The University will incorporate Accessibility criteria and features when procuring or acquiring goods, services, or facilities.

7. The University provides or arranges for the provision of Accessible Formats and Communication Supports for persons with Disabilities. Additionally, the University will design and create websites that are accessible for people with Disabilities and/or who use Assistive Devices, the whole in compliance with applicable standards and legislation.

8. Through training and dissemination of educational materials on Accessibility for Members, the University aims to identify, prevent and minimize Barriers within the University.

9. The University's commitment to providing equal educational opportunities to all Students includes Students with Disabilities. To demonstrate full respect for the academic capacities and potential of Students with Disabilities, the University seeks to remove Barriers that may hinder or prevent qualified Students with Disabilities from participating fully in University life.

10. Prospective Students with Disabilities will be given equitable consideration for admission to any program offered by the University. Additionally, support can be provided in the application process.

11. The University will provide support to requests for Accommodation by Students with Disabilities for the performance of internships and other similar academic-related external placement activities when such requests are made to external organizations. The support of the request cannot guarantee that the Accommodation will be provided by the external organization and such organization shall be solely responsible for the provision of the requested Accommodation.

12. Accommodation for Students creates an accessible learning environment that enables them to meet the academic requirements of University courses and programs, and to participate in University activities.

13. The University is committed to facilitating the prevention, identification and/or removal of Barriers to participation by Employees with Disabilities. Decisions made with respect to Employees who require Accommodation in the workplace will be made taking into consideration the Employee's needs and limitations and the requirements of the position, as determined by the University.



1.4 Definitions

For the purposes of this Policy, the following definitions shall apply:

“Accommodation” means identifying and implementing reasonable adjustments and/or auxiliary aids, and/or modifying practices, procedures or facilities in response to a Disability requiring an accommodation up to the point of Undue Hardship (as defined below) for the University.

“Accessibility” means product, device, service or environment which is available to as many people as possible. Accessibility is concerned with inclusiveness and Barrier-free design, including the identification, removal, and prevention of Barriers. Accessibility can be viewed as a person’s access to and benefit from a system or entity in a way that upholds the principles of dignity, independence, integration, and equality of opportunity.

“Assistive Devices” means any device that is used, designed, made or adapted to assist a person with a Disability in performing a particular task. Assistive Devices enable persons with Disabilities to do everyday tasks such as moving, communicating, reading or lifting. Assistive Devices may include wheelchairs, assistive listening devices, laptops with screen reading software or communicating capabilities.

“Accessible Format” means alternate media that can be used by persons with Disabilities and can include, but is not limited to, large print, web content, recorded audio, electronic formats, closed captioning and braille.

“Communication Supports” means aids that facilitate effective communication and can include, but are not limited to, captioning, alternative and augmentative Communication Supports, plain language and sign language.

“Disability(ies)” means any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation whether permanent, temporary or episodic in nature, evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society.

