



# Reasonable Accommodation Policy

## Introduction

Aswan University is dedicated to fostering an inclusive and diverse environment that values and respects the unique abilities and contributions of all members of the University community. This Reasonable Accommodation Policy outlines our commitment to providing reasonable accommodations to individuals with disabilities to ensure equal access to educational programs, services, and facilities.

## Policy Statement

Aswan University is committed to complying with all relevant local and national laws and regulations pertaining to disability accommodation, including the Law No. 10 of 2018 on the Rights of Persons with Disabilities. We recognize the importance of providing reasonable accommodations to individuals with disabilities to enable them to participate fully in all aspects of university life.

## Scope

This policy applies to all students, faculty, staff, visitors, and other members of the University community. It encompasses all programs, services, activities, and facilities offered by Aswan University.

## Definitions

- a. **Disability:** A physical, sensory, cognitive, or mental impairment that substantially limits one or more major life activities.
- b. **Reasonable Accommodation:** Modifications or adjustments that remove barriers and provide equal access and opportunities for individuals with disabilities.

## Policy Guidelines

- a. **Requesting Accommodations:** Individuals with disabilities who require reasonable accommodations should make their request to the Disability Support Services (DSS) office. Requests should be accompanied by appropriate documentation of the disability and the specific accommodations needed.
- b. **Interactive Process:** Upon receipt of a request, the DSS office will engage in an interactive process with the individual to determine appropriate accommodations based on the individual's needs and the essential requirements of the program or activity.



- c. **Confidentiality:** All disability-related information will be treated confidentially and shared only with individuals who have a legitimate need to know for the purpose of implementing accommodations.
- d. **Timely Response:** Aswan University is committed to responding promptly to accommodation requests. The DSS office will work diligently to provide accommodations in a timely manner, considering the nature of the request and available resources.
- e. **Flexibility:** The University will make every effort to provide accommodations that are effective and tailored to the individual's needs. The accommodation may vary based on the nature of the disability and the specific requirements of the program or service.
- f. **Accessible Facilities:** Aswan University is committed to ensuring that all facilities, including classrooms, labs, libraries, and common areas, are accessible to individuals with disabilities. Any barriers to access will be addressed promptly.
- g. **Training and Awareness:** The University will provide training and raise awareness among faculty, staff, and students about disability accommodations, respectful communication, and fostering an inclusive environment.

## Grievance Procedure

Individuals who believe that they have been denied reasonable accommodations or have faced discrimination based on their disability can file a grievance with the University's Vice President for Education and Student Affairs. The University will promptly investigate and address any complaints in accordance with established procedures.

## Review and Continuous Improvement

This policy will be periodically reviewed and updated to ensure its effectiveness and alignment with evolving legal requirements and best practices.

## Conclusion

Aswan University remains committed to creating an inclusive and accessible environment where individuals with disabilities can fully participate in the academic, social, and cultural life of the University. This Reasonable Accommodation Policy reflects our dedication to providing reasonable accommodations that empower individuals with disabilities to reach their full potential and contribute meaningfully to the University community.