

**People's Democratic Republic of Algeria**  
**Ministry of Higher Education and Scientific Research**  
**University of El Oued**



**General Secretariat**

**Policy on Supporting Persons with Disabilities**

<b>Document Originated</b>	<b>January 2016</b>	<b>By</b>	<b>General Secretariat</b>
<b>Issue Number</b>	<b>4</b>	<b>No of Pages</b>	<b>4</b>
<b>Approved by</b>	<b>Rector on the University</b>	<b>Status</b>	<b>Approved Document</b>
<b>Last Reviewed</b>	<b>December 2024</b>	<b>By</b>	<b>General Secretariat</b>
<b>Next Review</b>	<b>December 2026</b>	<b>By</b>	<b>General Secretariat</b>

## Policy Statement

The University of El Oued is committed to providing an inclusive educational and operational environment that supports all members of the university community, including individuals with disabilities, in line with the fourth Sustainable Development Goal (SDG 4), which focuses on ensuring inclusive and equitable quality education for all. The university believes that education is a fundamental right and strives to provide reasonable accommodations and necessary resources to enable students and staff with disabilities to participate actively and fully in academic and professional life.

## Objectives

- Ensure equitable access to education and university services.
- Provide reasonable accommodations tailored to the needs of individuals with disabilities.
- Allocate sufficient funding to meet support and accommodation requirements.
- Raise awareness about the rights of people with disabilities within the university community.

## Scope of the Policy

This policy applies to all students, staff, and faculty members registered or employed at the university, including individuals with physical, sensory, intellectual, or psychological disabilities.

## Definitions

- **Reasonable Accommodations:** Adjustments or facilities provided to ensure the participation of individuals with disabilities without imposing an undue burden on the university.
- **Disability:** Any medical, psychological, or physical condition that affects an individual's ability to fully perform academic or professional activities without support.

## Procedures

### 1. Needs Assessment:

- A formal request is submitted by the student or staff member to the University Disability Services Office, accompanied by medical documentation supporting the condition.
- A specialized team assesses individual needs and determines the required accommodations.

### 2. Reasonable Accommodations:

- Provide assistive technologies such as screen-reading software or wheelchairs.
- Modify infrastructure, such as adding ramps or elevators.
- Offer academic support services, such as extended exam time or sign language interpreters.

### 3. Funding:

- Allocate a fixed annual budget to support individuals with disabilities within the university's financial plan.
- Seek external grants or partnerships with institutions that advocate for disability rights.
- Periodically reassess the budget to ensure its adequacy.

### 4. Training and Awareness:

- Organize training courses for faculty and staff on addressing the needs of individuals with disabilities.
- Launch awareness campaigns to reduce discrimination and promote inclusion.

## Responsibilities

- **Disability Services Office:** Coordinate support and monitor the implementation of accommodations.
- **Financial Administration:** Ensure the provision of necessary funding.
- **Students and Staff:** Report their needs and comply with established procedures.

## **Evaluation and Review**

This policy will be reviewed every three years to ensure its effectiveness and updated based on changes in legislation or the needs of the university community.