



Kenyatta University

DISABILITY POLICY AND PROCEDURES



Kenyatta University

P. O. Box 43844-00100, Nairobi, Kenya

Website: www.ku.ac.ke

Transforming Higher Education... Enhancing Lives

Kenyatta University... ISO 9001:2008 Certified



February, 2014

11.0 THE UNIVERSITY'S RESPONSIBILITY

The University Management has the mandate to ensure that the Institution, its Schools, Campuses and agents are compliant with the Disability Policy.

12.0 POLICY REVISION

This Policy shall be reviewed after every four (4) years to incorporate new developments within the University, thus 2017.

Table of Contents

1.0	Fundamental Statements.....	4
1.1	The Vision	4
1.2	The Mission	4
1.3	The Identity	4
1.4	The Philosophy	4
1.5	Core Values.....	4
2.0	Abbreviations.....	5
3.0	Vision and Mission of Directorate of Disability Services....	5
3.0	Preface.....	6
4.0	Preamble.....	7
5.0	Goals and Objectives	7
6.0	Scope of Application.....	7
7.0	The Context.....	7
8.0	Definition of Key Terms.....	8
9.0	Implementation.....	9
	9.1 Infrastructure.....	11
	9.2 Library Services.....	11
	9.3 Admissions.....	12
	9.4 Security	12
	9.5 Health and Safety.....	12
	9.6 Sports Management.....	13
	9.7 Accommodation.....	13
	9.8 Access to Information.....	13
10.0	Employment.....	13
11.0	The University Responsibilities.....	14
12.0	Policy Revision.....	14

1.1 VISION

The Vision of Kenyatta University is to be a dynamic, inclusive and competitive center of excellence in teaching, learning, research and service to humanity.

1.2 MISSION

The Mission of Kenyatta University is to provide quality education and training, promote scholarship, service, innovation and creativity, and inculcate moral values for sustainable individual and societal development.

1.3 IDENTITY

Kenyatta University is a community of scholars committed to the generation and dissemination of knowledge and cultivation of wisdom for the welfare of society.

1.4 PHILOSOPHY

Kenyatta University's philosophy is sensitivity and responsiveness to societal needs and the right of every person to knowledge.

1.5 KENYATTA UNIVERSITY CORE VALUES

Creativity, excellence, self reliance, academic freedom, professionalism, innovation, truth, equal opportunity, relevance and moral integrity.

9.6 Sports Management

The University shall promote inclusion of PWDs in sports programmes offered at Kenyatta University Sports and Games Department.

9.7 Accommodation

The University, through the Directorate of Accommodation will endeavor to accommodate STUWD at undergraduate and Post graduate level within the halls of residence. The helper shall also be accommodated.

9.8 Access to Information

Information shall be made available in accessible formats and technologies (for example sign language and Braille) and these formats shall be accepted in official interactions.

10.0 EMPLOYMENT

The University is committed to providing equal opportunities to all and will encourage PWD to apply for employment. To this extent Kenyatta University will undertake to:

- i. Interview all applicants with disabilities who meet all the essential criteria for a job vacancy and consider them on their abilities;
- ii. Ensure there is a mechanism in place to discuss when need arises with employees with disabilities what can be done to ensure they develop and use fully their abilities;
- iii. Make reasonable adjustments to ensure that employees who become disabled at work are supported to stay in employment;
- iv. Take action to ensure an appropriate level of disability awareness is sustained as part of the University's commitment to promoting good work place practices.

applicants with disabilities will be addressed separately. The Admissions Office shall work within the Affirmative Action Policy advocated by the Government when assessing applications to join the University's programs. Such affirmative action would mean admitting STUWD with one grade lower. The students' registration form shall require STUWD to declare any disabilities that they might have.

It is important to note that there are only three instances in which an applicant with a disability who meets the entry criteria might be rejected:

- i. Overriding health and safety hazards which cannot reasonably be overcome;
- ii. When barriers caused by professional requirements and/or by regulations of professional bodies preclude membership by people with specific disabilities;
- iii. Essential reasonable adjustments cannot be made to the course content and the course's structure of delivery or to the provision of suitable staff or facilities eg. deaf/blind.

The University shall regularly review Admissions Criteria to ensure that they do not create unnecessary barriers for PWD.

9.4 Security

The University shall endeavour to have secure designated zones for the safety of STAWD, STUWD and visitors with disabilities in all regions of the University for use in case of riots/disturbances/fire or any other threat. Directorate of Security to provide safety information and drills in an appropriate manner.

9.5 Health and Safety

The Health Unit shall provide the same range and quality of health care to all without discrimination on the basis of disability. The Staff with sign language skills within the University shall be available to offer interpretation services to IWD

2.0 Abbreviations

DA- Disability Advisors

DAS- Directorate of Accommodation Services

DODS- Directorate of Disability Services

IWD- Individuals With Disabilities

NCPWD- National Council for Persons With Disabilities

DSA- Directorate of Student Affairs

PCS- Peer Counseling Services

PWD- Persons With Disabilities

STAWD- Staff With Disabilities

STUWD- Students With Disabilities

DODS VISION

To Mainstream Disability in all operations of the University.

DODS MISSION

The mission of DODS is to ensure the full and effective participation of students and staff with disabilities through formulation and implementation of Disability Policies as well as provision of Disability friendly services.

3.0 PREFACE

Disability continues to be a challenge to many in Kenya despite the many efforts being made by the Government to cater for Persons With Disabilities (PWD). As an institution of higher learning that handles a large number of students with disabilities, Kenyatta University established a Directorate of Disability Services in May 2010 to help her adequately handle issues affecting PWDs.

Kenyatta University Disability Policy has been formulated in line with the Persons With Disabilities Act 2003 and the Constitution of Kenya (2010) among other statutes. As a University, we are committed to ensuring that PWD within our jurisdiction are taken care of. We believe that excellence will be achieved through bringing out the full potential of every individual.

Kenyatta University Strategic and Vision Plan 2005-2015 has committed itself to enhancing access for PWD to information, buildings, education and any other utilities accessible to persons without disabilities. Having relevant legislation is important not only because it affords PWD legal rights, but it also creates an environment for openness about Disability-related matters. Such openness is critical to the management of disability stigma.

Institutions of higher learning are in a unique position to positively disseminate information regarding PWD to the public. This is why we place this Disability Policy in your hands as a prove that we all need to address issues on Disability squarely bearing in mind that DISABILITY IS NOT INABILITY.

PROFESSOR OLIVE M. MUGENDA, PhD., EBS, CBS
VICE CHANCELLOR, KENYATTA UNIVERSITY

9.1 Infrastructure:

- The University shall take effective measures to ensure all roads, pathways and facilities within the University are made accessible to individuals with disabilities.
- Bathroom facilities within the University shall be made accessible within or close to the standard specifications outlined in the ADA (1995) Manual.
- The University shall also designate and clearly mark out, using standard visual signage, parking slots for motorists with disabilities. These parking slots shall conform to standard ADA-specified width to enable access to vehicles by wheelchair users.
- The numbering of University buildings and room doors shall be done in large print, in clearly contrasting colors or Braille for ease of access to visually impaired.
- The University shall progressively ensure that vehicles are accessible to those with special needs.

9.2 Library Service

The Library shall offer a range of appropriate support services. These may include; extended book loans, private study facilities, help with the catalogue system and in locating books and journals.

The library shall actively encourage PWD to make use of any assistive technology available. Personnel working at the service counters shall be given training in sign language and Braille.

9.3 Admissions

Applicants with disabilities will be evaluated for admission using the same academic criteria as all other applicants for the same courses. However, support requirements for

ii. Accessibility on Campus

Students and staff with mobility difficulties will be supported in moving between locations.

iii. Assistive Technology

Students with disabilities shall have access to specialized equipment and shall continually be advised on emergent assistive technology devices.

iv. Advice on Financial Assistance

STUWD often incur additional study-related costs as a consequence of their disability. Further information on assistance in applying and advice on eligibility shall be given to them on application.

v. Examination Support

Directorate of Disability Services (DODS) shall be responsible for assessing the needs of students in need of special examination arrangements and for informing Schools about such requirements. All examination arrangements have to be supported by relevant evidence of need and it is the responsibility of the student to provide it.

vi. Referral to Support Agencies

Where appropriate, DODS will refer students to internal departments such as Peer Counseling Services (PCS) and Directorate of Students Affairs (DSA). External support agencies shall be contacted as need arise.

vii. Disability Sensitization

The DODS shall sensitize all students and members of staff on disability issues.

viii. Reasonable Adjustment and Universal Design

The University will undertake reasonable adjustments/actions that help to alleviate a substantial disadvantage. Universal Design will be utilized wherever possible.

4.0 PREAMBLE

Kenyatta University is committed to the principle of equal opportunity for all in line with her Vision, Mission and Strategic Plan 2005-2015. She has distinguished herself as an institution of higher learning that admits one of the largest numbers of Students With Disabilities (STWD). To enable the University fulfill her mission, we need to build an inclusive and supportive environment which meets the needs of all students, staff and visitors to the University. Our aim is to provide an environment where there is equality of opportunity and where Persons with Disabilities (PWD) can enjoy a quality experience while studying, working or visiting the University. This is the purview within which the Disability Policy is formulated.

5.0 GOALS AND OBJECTIVES

This Disability Policy provides a framework for facilitating disability mainstreaming. The aim is to identify and remove barriers which hinder the full participation of PWD in University life and enable them to access as fully as possible all educational, employment, social and leisure opportunities.

6.0 SCOPE OF APPLICATION

This Policy applies to all University students, staff, visitors and other stakeholders.

7.0 THE CONTEXT

This Policy is anchored by local and international instruments that address issues related to Persons With Disabilities. These include:

- The 1975 UN Declaration on the Rights of Persons With Disabilities
- The 1981 International Year of Persons With Disabilities
- The UN Decade for Persons With Disabilities (1982-1992)

- The Commonwealth Disability Discrimination Act (1992)
- American With Disabilities Act (1995)
- Disability Discrimination Act (1995)
- Individuals With Disabilities Education Act (2002)
- The Persons With Disabilities Act (2003)
- The Commonwealth Disability Standards for Education (2005)
- The United Nations Convention on the Rights of Persons With Disabilities (2008)
- The Constitution of Kenya (2010)

8.0 DEFINITION OF TERMS

Disability: A physical, visual, hearing, mental or other impairment, including any learning incapability which impacts adversely on an individual's participation in all spheres of life.

Discrimination: To accord negative treatment to individuals solely on account of their disabilities. This includes using pejorative words, gestures or caricatures that demean, scandalize or embarrass a person with a disability.

Universal Design Principles: An approach towards making services and the physical environment usable by as many people as possible regardless of age, ability or circumstance.

Reasonable Adjustment: Any action that helps to alleviate a substantial disadvantage.

To further enhance inclusion of PWD, Kenyatta University shall:

- Continue to embed Universal Design Principles into policies and practices;
- Encourage access to and participation in education and employment consistent with equal opportunity principles;

- Encourage positive, informed and unprejudiced attitudes towards PWD through educational and staff development programs;
- Continue to take all reasonable steps to eliminate and remedy cases of discrimination;
- Provide access to facilities, resources and support including Reasonable Adjustments as appropriate;
- Continue to implement improved information technology for PWD.

9.0 IMPLEMENTATION

- The University shall offer support to STUWD through University appointed Disability Advisers (DA) who will be available as the first point of contact for any student or potential student who has a disability.
- The University is committed to developing an inclusive learning environment for students with disabilities. The University shall encourage students to disclose any disabilities or medical conditions to ensure that appropriate support is arranged for them in a timely fashion. This might include access, examination and study arrangements. All information disclosed shall be treated as confidential and cannot be disclosed to third parties without an individual's explicit consent. The University shall offer the following services :

i. Pre-entry Advice

Prospective students with disabilities will be supplied with information about support services available for their needs while on campus. For those who require more confidential discussions, a private interview can be arranged on request.