

# Policy on People with Disabilities

## Preamble

The University of Ilorin, in recognition of the coming into force of the United Nations' Convention on the Rights of Persons with Disabilities on 3<sup>rd</sup> May 2008, commits itself to the world wide paradigm shift by directly applying the principles of this policy to **current and prospective** staff and students. The institution undertakes to promote same in dealing with the community **and** visitors

## Definitions

The University of Ilorin adopts the **World Health Organisation** (WHO) definition of “disabilities as an umbrella term covering impairments, activity limitations, and participation restrictions”.

These could be:

- Physical
- Sensory
- Cognitive
- Intellectual
- Psychiatric
- Neurological

A person with disability had in the past or presently has one or more of the above listed conditions, which could affect job performance of staff or access to education and training provided by the University to students for which some form of support services may be required.

## Principles

The general principles guiding University's policy on persons with disabilities shall be to:

1. provide opportunities for full realization of the potentials **s** of people with disabilities by creating environment suitable for their participation;
2. provide support services through the Centre for Supportive Services (CSS) charged with the responsibility of facilitating wholesome experiences for persons with disability;
3. sensitize the community to the needs and rights of persons with disability;
4. ensure that the physical environment of the University is safe and accessible for persons with disabilities by adopting universal design principles; and
5. promote equal access **for** disabled persons to information, decision making and means of communication.

### **Students with Disabilities**

**Students** with disabilities shall not experience any form of discrimination in terms of their participation in education and training.

### **Staff with Disabilities**

Current and prospective staff with disabilities shall have equal rights with other staff with respect to recruitment, conditions of service and career development.

### **Physical Environment**

Design of new buildings shall make room for access and use by persons with disability while effort would be made to extend this to existing ones as much as practicable i.e. the principle of universal design shall be adopted for all university buildings.

The needs of persons with disabilities shall be considered in the allocation of on-campus accommodation as considered appropriate by the Student Affairs Unit.

### **Recreation, Societies and Clubs**

Participation in sports, recreation, societies and clubs shall not be denied to persons with disabilities.

Access to sports, recreation and societies on campus would be provided for persons with disabilities as much as affordable and practicable.

### **Support Services**

The University shall provide support to persons with disabilities within the available resources as much as practicable. The **Centre for Supportive Services** shall serve as the disability Unit. The responsibility of the Unit shall include conversion of texts, sign language assistance during lectures, tests and examinations and related assistive technology to facilitate efficiency in job performance as well as teaching and learning.

### **Language**

The use of derogatory language relating to persons with disability is discouraged by the University.

### **Grievance Procedure**

Alleged discrimination shall be handled by the Director in charge of Supportive Services for Disabled Persons and Student Affairs Office in cases relating to students while Establishment Division of the University's Central Administration shall handle cases relating to staff.

