


## **POLICY ON ACCESSIBILITY AND INCLUSIVENESS**

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*August, 2024*



## **1. Legal Framework**

This regulation is based on the LAW No. 05/L-021, on the LAW ON THE PROTECTION FROM DISCRIMINATION approved by the Assembly of the Republic of Kosovo, Based on Article 65 (1) of the Constitution of the Republic of Kosovo, as well as LAW No.04/L-037 ON HIGHER EDUCATION IN THE REPUBLIC KOSOVO. Approved by the Assembly of the Republic of Kosovo, Based on Article 65 (1) of the Constitution of the Republic of Kosovo. Abiding the applicable laws within the territory of Kosovo, Universum International College is obliged to implement law articles, provisions as well as administrative rules deriving from legal entities.

## **2. Application Scope**

The regulations and principles referred in this document are applicable to all premises of Universum International College, respectively in all campus areas legally defined as Universum International College properties. The principles aim at protecting and supporting all the disabled students who as by status are legally considered students of Universum International College from the day of enrollment until the day of graduation. The principles of this document aim at preventing occurrences, practices and unpleasant behavior intentionally or unintentionally targeting differently abled students. The principles only apply to the Universum International College. Therefore, Universum International College will extend its support to students if they face discrimination outside of the university facilities. However, cannot guarantee safe practices out of the doors of College Facilities

### 3. Definitions of Key Concepts

**Disability-** According to the World Health Organization, disability has three dimensions:

**Inclusive Education Practices** - Inclusive practices refers to methodology in teaching and learning that recognizes the differences between students and uses this to ensure that all students can access educational content and participate fully in their learning.

**Discriminatory Practices** – in this context include policy, behavior, circumstances, infrastructure that discriminate on the basis of race, sex, sexual orientation, age, religion, color, ancestry, handicapped status, marital status that can be manifested in the form of policy, regulations, behavior such as bullying, harassment, exclusion and assault.

**Accessibility in Education-** highlights measures that enable all students regardless of their physical and mental condition as well as any other background to have equal access to facilities, resources and capacities. Accessibility in Education encapsulates developing a teaching style to meet the needs of people from a variety of backgrounds, abilities and learning styles.

**Infrastructural Barriers** - lack of infrastructure, cost, technical sophistications, lack of skilled human resources to accommodate different learning needs of students with different abilities

**Social Barriers** – Lack of awareness, consideration, community support, inequality in learning and teaching. Use of slangs and inappropriate language in addressing students with different abilities.

**External Liaises-** State and legal authorities which are responsible to proceed the incident further into competency of government structures.

### 4. Institutional Commitment

Universum International College (UNI) is fully committed in offering the best experience in education to all of the students regardless of their ethnic and religious background, sex, age, marital status, mental and physical conditions, sexual orientation and gender identification. The board of Trustees and Management of Universum International College has and will further dedicate its

internal resources in accommodating students of different needs in order to provide, accessible education, inclusive practices and affordability. Universum International College consistently fights discriminatory practices and inequality that may result due to differences of our staff and students. For the betterment of all the services and education Universum International College on periodical basis will review and update its governing policies. However, on continuous basis Universum International College is committed to:

- Strictly implement policies and regulations to enable inclusive and accessible education
- Ensure adequate infrastructure for differently abled students
- Cover with additional services all UNI facilities and extensions
- Provide affordable education and offer financial assistance to students in need
- Train and educate staff and students for students with different abilities and conditions
- Establish quality assurance mechanisms and monitoring units within UNI campuses
- Enable safe and secure communication and reporting channels

## **5. Indoor Infrastructural Capacities**

Universum International College is fully committed to ensure the following modifications and additions to the indoor facilities of the campuses.

**Accessible indoor ramp-** To enable easy access for students in wheelchairs for easy movements within the indoors of campuses. UNI will remove all the possible obstacles that may prevent easy movement as well as may cause any damage to the assisting equipment of students. In addition, the flooring condition is regularly inspected and repaired in order to prevent any possible hindering of the movement.

**Indoor hangout spaces –** Disabled students need additional hangout spaces with proper furnishing chairs and tables that suits relevant heights and provide a secure enough place for physical impairments

Elevator- Universum campuses are undergoing major changes hence a designated elevator has been installed in order to accommodate student movement between the campus floors.

Wheelchair spots in class- Designated spots for students with wheelchairs are attended. These spots include only work desks but no chairs and the work desks height can be adjusted based on student needs

Suitable equipment for audio-visual impaired students – Universum International College will utilize IDEA project funds as well as other potential donations to increase the capacity of equipment hardware and software to accommodate students with audio-visual impairments.

## **6. Outdoor Infrastructural Capacities**

Accessible outdoor ramp - To enable easy access for students in wheelchairs for easy movements within the outdoor of campuses UNI will remove all the possible obstacles that may prevent easy movement as well as may cause any damage to the assisting equipment of students. In addition, the pavement condition is regularly inspected and repaired in order to prevent any possible hindering of the movement.

Designated parking spot- Students with disabilities and or family members are provided with designated free of charge parking spots at UNI premises if they chose to arrive to campus with their own vehicle

Transportation and shuttle service – UNI students use designated UNI shuttle services that transport them from city center to the campuses. Shuttles are equipped with ramps and assistance for accommodating physically impaired students.

## **7. Online Capacities**

Universum International College consistently works on improving the following services to disabled students:

- Lectures and reading material available online
- Audiobooks and online podcast for lectures
- Suitable hardware and software for audio-visual impaired students
- Counseling at wellbeing center
- Academic support at Student Success Centre

## **8. Human Resource Capacities -**

In addition to Student Wellbeing Center, Universum International College provides the following:

- Trained and well-equipped tutors for assistance, before, after and during classes
- Full time teaching assistant specialized in different physical and mental conditions
- Medical nurse for emergency matters and situations

## **9. Safety Measures**

Universum International College pays extra attention to safety measures within the facilities. At the situation where safety is compromised evacuation of staff from the facilities is mandatory. Universum International College staff members are obliged to firstly evacuate students with different abilities. For the detection, follow-up of risks from fire and other disasters that threaten the safety there are regular practices and measures that take place:

- prevention and maximum care of the staff of Universum International College;
- alerting and informing employees about potential risks;

- education and training of employees for protection, rescue and assistance;
- organization of protection and emergency preparedness;
- self-defense, self-help, mutual assistance between staff.

For additional information and consideration all staff and students are obliged to comprehend the safety and protection policy at the orientation day.



A handwritten signature in black ink, appearing to read "Isabel Salvat", is written over a light gray rectangular background.

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**Isabel Salvat**

*Chair of the Academic Council*