

 جامعة الإمام عبد الرحمن بن فيصل IMAM ABDULRAHMAN BIN FAISAL UNIVERSITY <small>مستشفى الملك فهد الجامعي King Fahd Hospital of the University</small>		Date: 26.10.2023 Revision: 2 IAU
POLICY AND PROCEDURES		
DEPARTMENT : ADMINISTRATION		
Effectivity: 30 Sep 2023	Supersedes: 2	
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TITLE: DISABILITY ACCOMMODATION POLICY

1. PURPOSE

The purpose of this policy is to ensure that Imam Abdulrahman Bin Faisal University provides equal opportunities for individuals with disabilities. The university is committed to fostering an inclusive and accessible environment, offering reasonable accommodations to support the academic and professional success of students, faculty, and staff with disabilities.

2. SCOPE

This policy applies to all IAU students, faculty, staff, and visitors with disabilities. It covers academic accommodations, workplace adjustments, and accessibility measures across all university facilities, programs, and services.

3. DEFINITIONS

- **Disability:** A physical, mental, sensory, or intellectual impairment that significantly affects a person's ability to perform daily activities.
- **Reasonable Accommodation:** Modifications or adjustments to tasks, environments, or practices that allow individuals with disabilities to participate equally in educational programs, employment, and other activities.
- **Accessibility:** The design and implementation of environments, programs, and services that are usable by all people, regardless of their disabilities.

4. POLICY STATEMENT

Imam Abdulrahman Bin Faisal University is committed to:

- Ensuring that individuals with disabilities have equal access to educational opportunities, employment, and university facilities.



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- Providing reasonable accommodations based on individual needs without imposing undue hardship on the university or altering essential program requirements.
- Complying with all applicable Saudi Arabian laws and regulations, including the **Saudi Disability Law** and the **Kingdom's Vision 2030** goals for inclusivity.

5. RESPONSIBILITIES

- **University Administration:**
 - Ensure compliance with this policy and promote a culture of inclusivity.
 - Allocate resources to facilitate necessary accommodations and modifications.
- **Disability Services Office:**
 - Serve as the main point of contact for students, faculty, and staff seeking accommodations.
 - Assess accommodation requests and provide necessary support.
 - Maintain confidentiality of disability-related information.
- **Faculty and Supervisors:**
 - Collaborate with the Disability Services Office to implement recommended accommodations.
 - Foster a supportive and inclusive environment for students and employees with disabilities.
- **Students, Faculty, and Staff:**
 - Request accommodations in a timely manner.
 - Provide necessary documentation to support their accommodation requests.

6. PROCEDURES

1. Request for Accommodation:

- Individuals requiring accommodations must submit a formal request to the Disability Services Office using the designated form available on the IAU website.

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- Requests should be accompanied by relevant medical or psychological documentation, outlining the nature of the disability and recommended accommodations.

2. Assessment and Determination:

- The Disability Services Office will review the request and consult with relevant stakeholders to determine reasonable accommodations.
- Decisions will be made on a case-by-case basis, considering the individual's needs and the nature of the academic or work setting.

3. Implementation of Accommodations:

- Approved accommodations will be communicated to the relevant faculty, staff, or supervisors for implementation.
- The university will provide necessary resources and support to ensure effective accommodation.

4. Appeals and Grievances:

- If an accommodation request is denied or the individual is dissatisfied with the provided accommodations, they may appeal the decision to the university's grievance committee.
- The appeals process will be handled promptly and fairly, ensuring that the individual's concerns are addressed.

7. Confidentiality

All information related to disability accommodations will be kept confidential and will only be shared with individuals directly involved in the accommodation process.

8. Review and Monitoring

The Disability Services Office will regularly review this policy and its implementation to ensure effectiveness and compliance with relevant laws and university guidelines. Feedback from students, faculty, and staff will be considered for continuous improvement.

9. Related Policies and References

- Saudi Disability Law



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- IAU Code of Conduct
- Vision 2030: Quality of Life Program
- IAU Equal Opportunity Policy

Approved by:

Date Signed:

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Dr. Ahmed Al Kuwaiti

Dean,

Deanship of Quality and Academic Accreditation