

Disability Policy of Caucasus University

1. PURPOSE AND CONTEXT

To provide working, learning and social environment that enables and enhances the educational and employment experience of students, faculty, and staff with a disability on the same basis as other members of the Caucasus University, in an environment that values diversity and is free from discrimination, harassment and promotes equality of opportunities.

This policy outlines the rights and responsibilities of staff, faculty, and students in relation to faculty members, staff and students who have a disability.

2. AIMS OF POLICY

Our aim is to enable equal access of everyone to education, social and leisure activities at Caucasus University. Caucasus University expects its stakeholders to be aware of this policy and to act in accordance with it. This policy should be communicated effectively to all stakeholders of University. Furthermore, the University regards this policy as a working document that will be reviewed and revised regularly.

3. POLICY STATEMENT

The Caucasus University is committed to

- Develop and support an inclusive and diverse environment which provides equal opportunity for all stakeholders with disabilities to access, participate and enjoy the benefits of education and employment;
- Strongly support the rights of people with disabilities to work and study on an equitable basis with other members of the Caucasus University community;
- Not to tolerate the discrimination and vilification of people with disabilities; embrace in its planning (environment, services, curricula, etc.) the principle of universal design to provide access to a diverse range of users, including people who have a disability.
- Support and foster positive and informed behavior and attitudes among its stakeholders towards people with disabilities and assist to develop the disability-confidence skills.
- Ensure that the academic integrity of courses and programs offered is maintained at the highest standards and, at the same time, people with disabilities are provided with appropriate and reasonable adjustments to enable their participation in all educational activities.

4. PRIVACY AND ADJUSTMENTS

Confidentiality and Disclosure

- Caucasus University acknowledges that information that is provided about a person's disability or health status is personal and private, therefore it will respect the confidentiality of all such information.
- Confidentiality of information related to students, faculty, and staff with disabilities will be protected and access to information will be restricted in accordance with Law of Georgia about «Personal Data Protection».

Reasonable Adjustments

- Caucasus University is committed to ensure that the workplace meets the specific requirements of a person with disability through the provision of adjustments including, but not limited with: flexible work arrangements; changes to job design, changes to working hours or other work practices; modifications to equipment; provision of training or other assistance, etc.
- The requirement to provide adjustments for staff and faculty with a disability applies to all areas of employment, including recruitment, selection, and appointment; training and career development; study and conference leave;
- Wherever possible, students who have a disability or long-term medical condition should undertake the same assessments as others on their course. Where the nature of the disability or long-term medical condition makes it impossible for a certain form of assessment to be used, any alternative form of assessment must be developed.
- Every academic semester the responsible department carries out survey to ensure that the all needs of disabled students are correctly identified.

Caucasus University Administrative and Academic Personnel

- Caucasus University Personnel have to gain knowledge, skills, and awareness of disability issues and the possible requirements of such persons;
- Every person in the University should ensure that people with disabilities are not discriminated against or harassed in the workplace.
- People with disability will be encouraged to apply for positions at Caucasus University. All recruitment and selection processes will be inclusive of the requirements of people with a disability. If needed, interview processes will be adjusted;
- Personnel with a disability will have equal opportunities for promotion and career development.
- Caucasus University will provide appropriate assistance for staff and faculty with a disability to attend University approved work activities such as training, workshops, and conferences;
- Staff and Faculty seeking reasonable adjustments in the workplace are required to confirm their disability/health condition and provide recommendations on the most appropriate type of workplace adjustments by providing documentation from a recognized medical or another professional provider.

Students

- The University is committed to the principle of equality of opportunity and seeks to apply this principle to all aspects of its admissions process.
- Prospective or enrolled students with a disability are required to familiarize themselves with the inherent requirements of their chosen program and/or course before enrollment
- Caucasus University will regularly review admissions criteria to ensure that they create no unnecessary barriers for disabled people.
- Students with a disability have the right to not declare their disability.
- Students with disability have access to the appropriate support and adaptation procedures to enable them to be fully included in the life of the Caucasus University

Teaching and Assessment

- Caucasus University, whenever it is necessary, will develop guidelines for the adjustments to be provided in relation to teaching practices and assessment. Examples of appropriate adjustments include: lectures which make use of formats and approaches suitable for students with vision or hearing impairments; individual exam conditions such as scribes, extra time or enlarged print papers; alternative forms of assessment such as oral exams; appropriate adjustments to field work, laboratory work and practicum according to the nature of the disability.
- Students with a disability or chronic health condition will be permitted to use aids appropriate to suit their disability during lectures, tutorials, assessments, examinations and during work experience or educational practicum/placements.

5. RIGHTS AND RESPONSIBILITIES

- Quality Assurance Department of Caucasus University is responsible for monitoring and control of all related to Disability issues.
- Everyone in the University should be aware of the relevant policies and practices. All have a responsibility to ensure that they support the promotion of disability equality and to treat disabled persons fairly, with respect and in accordance with the provisions of this policy.
- All staff and faculty take responsibility to provide equity for students with disabilities and undertake their duties in a non-discriminatory manner.