



Sabaragamuwa University of Sri Lanka

Policy Title – Policy over the Differently Abled people

Policy Number – Policy / SUSL / Stu & Sup / 04

Effective Date – 24.02.2020

Revised Dates – NA

Approving Authority – The Council, Sabaragamuwa University of Sri Lanka

Administrative Responsibility – The Council

Purpose:

The purpose of this policy to ensure that all differently abled people among the university stakeholders receive treatment with equality, equity and dignity

Scope

This policy will be applicable to all stakeholders of the university including students, staff and community.

Legislative context:

This policy is based on the constitution of Sri Lanka, acts and bills passed by the parliament of Sri Lanka including university act and its subsequent amendments, case law, university establishment code, UGC Circulars and internal circulars and circular letters, guidelines and etc...

Definitions

Term	Definition
University	The university where the employee work (SUSL)
Staff	All the staff of the university including permanent, temporary, casual and contract basis
Council	Governing Council of the University
UGC	University Grants Commission

Policy statement:

The Sabaragamuwa University of Sri Lanka is to ensure equality, equity and dignified treatment over the differently abled people among the stakeholders of the University

Supporting Documents:

- I. Constitution of Sri Lanka
- II. The university act with its amendments
- III. Case law, where applicable
- IV. Establishment code for HEI
- V. Administrative and Financial Circulars (UGC, University etc...)
- VI. Other policy documents
- VII. Human Right Code of Practice

Responsibility:

The university council is responsible for the implementation of this policy over the differently abled people among the university stakeholders, as the apex body.

Promulgation:

- I. This policy for appeal will be circulated as a document
- II. Appear in the web site of the university
- III. Will be prepared and communicated in all three languages of Sinhala, Tamil and English.

Implementation:

- I. There will be a committee for looking after the issues of differently able people, within the stakeholders of the University. That committee comprised from following ex-officio members.
 - i. Vice Chancellor
 - ii. Registrar
 - iii. One Dean appointed from all the Deans of the SUSL
 - iv. DR/SAR/AR legal and documentation
 - v. Works Engineer/ Project manager
 - vi. One academic and one academic support staff
 - vii. Two non-academic representatives
 - viii. Two students representing the students

- II. This committee will implement the following actions and the final authorization of their actions will be by the Council of the SUSL.
- III. Implementing a standard for the construction of facilities of SUSL to facilitate differently abled people.
- IV. Examining the grievances and complaints of differently abled people within the SUSL stakeholders.
- V. Organizing training programs for staff to cater the needs of differently abled people.
- VI. Designing a Code of practice on confidentiality of information over the personal files of students and employees in a manner not to harm their personal dignity.
- VII. An institution-wide policy and procedure covering exams and assessments, which addresses the needs of differently abled students.
- VIII. Review and revise the standards and procedures over the differently able people within the university stakeholders, from time to time.

********This policy has been approved at 236th Senate meeting and at 257th Council***

*****This policy was originally in Internal Quality Assurance Policies (Amended) document as Policy 04. Policy over the Differently Abled people. It was taken as a separate document in order to categories them in to different policy areas.***