



The General Sir John Kotelawala Defence University
EQUAL ACCESS AND INCLUSION POLICY

Introduction

This policy is to ensure that all individuals, regardless of their ethnicity, religion, disability, Immigration status, or gender, have equal access to educational opportunities and resources available at General Sir John Kotelawala Defence University, Sri Lanka.

Objective

The objective of this policy is to establish an inclusive environment where diverse perspectives are appreciated and sought. It commits to eliminating any forms of bias, discrimination or prejudice in all organizational activities and endeavors. This also encompasses promoting mutual respect, dignity and equality amongst all members, ensuring qualitative and effective participation for everyone.

Scope and Applicability

The following are accessible to all members of the community within and outside the university:

- Courses Leading to Certificate or Award

The degree programmes/courses will be open to all individuals without regard to ethnicity, religion, disability, immigration status, or gender.

- Free Access to Campus Facilities and Equipment

All campus facilities and equipment will be made accessible to all, regardless of ethnicity, religion, disability, immigration status, or gender.

- Free Access to Online Resources

Some of the university's online resources, including research materials and academic tools, will be freely accessible to all members of the community.

Efforts will be made to provide translated content and other accommodation as necessary to facilitate access for individuals with language barriers or disabilities.

- Educational Events at University Open to the General Public

The university will host educational events such as research conferences, exhibitions, university open-days, CSR projects that are open to the general public to facilitate school learners.

These events will be advertised widely and will be accessible to everyone, regardless of their ethnicity, religion, disability, immigration status, or gender.

Accommodations will be made for the well-wishers attending these events, and language support will be available as needed.

- **Education Outreach Activities Beyond Campus**

The university will engage in education outreach activities beyond the campus to promote educational access and inclusivity.

These outreach activities will be inclusive and will not discriminate based on ethnicity, religion, disability, immigration status, or gender.

Outreach materials and information will be provided in all three languages, Sinhala, Tamil and English and formats to ensure accessibility.

Compliance and Accountability

The university administration, faculty, and staff are responsible for implementing and upholding this policy.

Any complaints or concerns related to the violation of this policy will be promptly investigated, and corrective actions will be taken where necessary.

Monitoring

Compliance to this policy will be monitored by Center for Gender Equity and Equality (CGEE) of KDU, under the guidance of the Vice Chancellor and the Deputy Vice Chancellors. CGEE will regularly assess the effectiveness of this policy and make necessary adjustments to ensure that access remains equitable for all.

Review

This policy will be reviewed periodically to ensure it remains effective and continues to promote equal access and inclusion for all members of the university community.

Training and Awareness

The university will provide training to all staff and faculty regarding this policy and the importance of inclusive practices.

Awareness campaigns will be conducted to educate the university community about the policy's principles and goals.

Reporting Mechanism

Individuals can report instances of discrimination or unequal access to CGEE in writing or through electronic means. Reports will be treated confidentially, and appropriate actions will be taken to address the issues.

Dissemination

This policy will be widely disseminated and made available to all members of the university community and the general public.

Effective Date	6 th June 2011
Last revised	21 st February 2022