



GENERAL SIR JOHN KOTELAWALA DEFENCE UNIVERSITY

POLICY ON DISABILITY

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1. Introduction

General Sir John Kotelawala Defence University (KDU) was established under the Sir John Kotelawala Defence Academy Act No. 68 of 1981 and its scope of operation has been enhanced by several subsequent amendments. The University is a state university that operates as an independent institution governed by a Board of Management under the Ministry of Defence. University provides higher educational opportunities for Tri-service personnel, deserving youths in the country, foreign students and private and public sector personnel in respective subject disciplines at Bachelor's and Post-graduate levels.

Policy on Disability promotes and protects the rights of differently abled students and staff. As a higher educational institution, KDU is committed to ensure opportunity and environment that enables and enhances the educational and employment experience of students and staff with a disability.

2. Scope

This Policy applies to all the students, staff of KDU and affiliated institutions of KDU. This Policy mainly applies in following situations.

- i. Enlistment of students.
- ii. Teaching and learning process of students.
- iii. Recruitment of Staff and at their work.

3. Objectives of the Policy:

The objectives of the Policy are as follows;

- i. To provide equal opportunity and environment that enables and enhances the educational and employment experience of students and staff with disability on the same basis as other students and staff of the University.
- ii. To create an environment that values diversity, is free from harassments and unlawful discrimination.
- iii. To promote and protect the rights of disabled students and staff.

4. Principles and Values:

- a) Equal opportunities: This policy promotes providing equal educational and employment opportunities for students and staff with disability same basis as other University staff.
- b) Zero harassment: This policy ensures zero harassment and marginalization for students and staff with disabilities.
- c) Supportive environment: This policy promotes supportive environment for disabled students and staff for smooth functioning of their learning activities and their work.

5. Policy Statement:

This Policy promotes positive and supporting working environment for disabled students and staff, ensures inclusive teaching, learning and working environment through planning of the design of environment, services, work, curricula development and study design and removes barriers to participation in work or study by people with disability.

6. Definition/s:

Disability: Any physical, sensory, neurological, intellectual, psychiatric or learning disability, and includes physical disfigurement, the presence in the body of disease-causing organisms and total or partial loss of part of the body or a bodily function.

7. Responsibility:

A welfare officer/Director/Committee shall be appointed by the University with the approval of the Board of Management. Welfare officer/ Director/Committee shall be given the responsibility of implementation of the policy.

8. Implementation:

Welfare officer/ Director/ Committee shall develop an implementation plan based on the requirement. In addition to that welfare officer/Director/ Committee shall develop a mechanism for monitoring of the policy.

9. Policy reviews and amendments:

- a) This policy may have reviewed after every three years or earlier as necessary.
- b) Sub revisions may be initiated on the recommendation of the QAC, Senate and/or the directions of the Vice- Chancellor of KDU.
- c) Any such revision and/or amendments shall be forwarded for the recommendation of the Senate and become effective from the approved by the BoM of the University.