



**ACCRA  
TECHNICAL  
UNIVERSITY**

# **DISABILITY POLICY**



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<b>Version</b>	<b>Version 1.0</b>
<b>Short Description</b>	The Disability Policy serves as the guiding document to the provision of a study environment where students, staff and stakeholders of ATU will not be subject to discrimination or harassment because of a Disability. It serves to eliminate Disability discrimination; to ensure that people with disabilities have the same rights as the rest of the community; and to promote recognition and acceptance of these rights within the University community.
<b>Relevant to</b>	All staff, students and stakeholders of the University
<b>Issuing Authority</b>	
<b>(Approved by )</b>	University Governing Council
<b>Responsible Officer (s)</b>	Health, Safety and Disaster Officer Pro Vice-Chancellor Registrar Dean of Students Affairs Director, Works and Physical Development
<b>Approved Date</b>	2022
<b>Review Date</b>	

<b>Related Technical University Document</b>	Health and Safety Policy Ethics Policy Residence and Housing Policy Staff Development Policy University Statutes
<b>Related Legislation</b>	Technical Universities Act, 2016 (Act 922) Technical Universities (Amendment) Act, 2018 - Act 974 Persons with Disability Act, 2006 (Act 715). Constitution of Ghana
<b>Key words</b>	Disability, Discrimination, Inclusion



## 1.0 INTRODUCTION

The passage of the Persons with Disability Act, 2006 (Act 715) in June 2006 made provisions such as rights, accessibility, employment and education for Persons With Disabilities (PWDs) amongst others. Accra Technical University acknowledges the inherent dignity and worth of all persons with disabilities, and is committed to promoting their human rights and supporting their academic, social and professional development on the Campuses of Accra Technical University. In view of the respect for the dignity, right and capabilities of PWDs, the University has adopted this Disability Policy to protect the interest and rights of persons of disability as enshrined in the Persons with Disability Act, 2006 (Act 715). A Person With Disability (variously referred to as physically challenged, differently challenged) is an individual with physical, mental or sensory impairment, including visual, hearing and speech functional disability, which gives rise to physical, cultural and social barriers that substantially limits one or more of the major life activities of that individual.

### 1.1 Overview of the University

The Mandate of Accra Technical University, as provided for under section 3(1) of the Technical Universities Act, 2016 (Act 922) as amended Act 974 are among others to provide higher education in Engineering, Science and technology-based disciplines, Technical and Vocational Education and Training, Applied Arts and related disciplines.

Accra Technical University, Ghana's premier technical university, since its inception as a Technical Institute continue to offer education in hands-on and competency-based training in diverse fields of engineering and industrial practice. The University is endowed with skilled experts as

lecturers and instructors, competent to impart invaluable knowledge and lessons to students.

ATU in conformity with the mandate of the Technical University Act, 2016 (922) is driven by the zeal to achieve greater results and keeping up with the global pace of technical development through creativity. Thus, the University has over the years adhered to a high sense of quality standards regardless of the challenges of academic trends. The pillar of global economy being technology, has compelled the institution to adopt thoughtful approaches and tactics to train and transform students to become university products with enviable abilities. This distinguished effort spurred by the mission to provide excellent tuition, practical training/ learning and research combine to produce leaders and create solutions, has made ATU the preferred choice for many students.

## 1.2 Policy Definition

Accra Technical University (ATU) recognizes the definition of a Person with a Disability (PWD) based on the Persons with Disability Act 2006, Act 715.

Discrimination on the basis of disability means any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of appropriate accommodation.

Appropriate accommodation” means necessary and justified modifications and adjustments not imposing a disproportionate or undue burden.

### **1.3 Purpose of Policy**

In accordance to the Persons with Disability Act 2006, this Disability policy sets out to provide a conducive environment where persons with a Disability are appropriately supported and encouraged and are free from discrimination or harassment.

### **1.4 Scope of Policy**

This policy applies to all students, staff and stakeholders involved in University related activities.

### **1.5 Principles of Policy**

The Accra Technical University supports the principle of universal access to its facilities for all including persons with a Disability. The University will strive to ensure that no student, staff and stakeholder are disadvantaged in their participation in any aspect of university life as a result of a Disability. The University commits to the provision of a study environment where persons will not be subjected to discrimination.



## 2.0 GENERAL STATEMENT OF INTENT

### *The University commits to:*

- Promote and foster an environment which encourages positive, informed and unprejudiced attitudes towards persons with Disability.
- Implement procedures for any reasonable adjustments needed by persons with a Disability.
- Employ all reasonable and appropriate teaching strategies and methods without compromising the essential content of a course or the requirement to demonstrate essential skills or knowledge.
- Ensure that the needs of people with a Disability are met in relation to the physical environment, including buildings, facilities and grounds.

### **3.0 ARRANGEMENT FOR IMPLEMENTATION OF THE POLICY**

#### **3.1 Disclosure of a Disability by a Student or Staff (In the admissions/application forms)**

- Students and Staff with Disability, who wish the University to provide reasonable support must first register with Office of the Dean of Students and the Office of the Registrar respectively and disclose the nature and extent of the illness or Disability.
- Documentation provided by students or staff to support their Disability must be dated and signed by the appropriate Medical or Disability professional.
- Visitors and other stakeholders with disability may report to the Security or Front desk for support.
- The documentation provided should be specific and:
  - State the impairment, mental health or medical condition.
  - Indicate whether the Disability is permanent, temporary, or fluctuating.
  - Outline the impact on the student or staff.
  - Recommend reasonable accommodation.
  - Online application form should take care of disability.

##### **3.1.1 Reasonable adjustment**

- An adjustment is reasonable if it successfully balances the interests of all parties affected.

- Reasonable adjustments for students and staff are measures taken by the University to enable them to have full access to the facilities and services of the University.
- Appropriate adjustments will be provided in consultation with the student or staff, within a reasonable time after notification of the need for adjustments.

### **3.1.2 Examination adjustments for students with disabilities**

The University will make adjustments to examinations for students and staff with a Disability (including students with chronic medical conditions), to provide students with an equitable opportunity to demonstrate their knowledge and competency for assessment purposes. Extreme situations that may require extension of examination time shall be determined by a committee set up for that purpose.

Alternate arrangements for examinations will be recommended after considering standard practices that redress the impact of a student's Disability on their performance in examinations. These may include use of assistive technology; a separate room or use of ergonomic chair.

## **3.2 Inclusive Design of Facilities**

The existing and new buildings of the institution shall be fully accessible to all, irrespective of disability. Any design of facilities shall ensure step-free movement throughout buildings as well as the external areas and other facilities with lifts providing access to the upper floors in line with the Persons with Disability Act 2006 (Act 715). Persons with Disability will be given priority to access the ground floor of hostel facilities and other facilities where appropriate.

### **3.3 Lecture Halls, Laboratories and Workshops**

The lecture halls, laboratories and workshops will as far as practicable be fitted with facilities that will enable persons with disability use the lecture halls, laboratories and workshops.

### **3.4 Library**

The University's library will as far as practicable be fitted with facilities that will enable persons with disability to use the library.

### **3.5 Admissions**

Admissions into the University shall be non-discriminatory irrespective of a person's disability.

### **3.6 Interactions**

- No student / staff shall discriminate against a student / staff on grounds of disability.
- No person of the University community shall call a person with disability derogatory names because of the disability of that person.

## **4.0 MONITORING AND EVALUATIONS**

The presence and functioning of the components of the disability policy will be assessed over time and modifications made as necessary. Monitoring will be accomplished through ongoing monitoring activities, separate evaluations, or a combination of the two. This will involve monitoring the implementation and progress of agreed actions and controls, re-evaluation, and compliance with decisions.

## **5.0 REVIEW OF POLICY**

The Disability Policy shall be reviewed as and when necessary to ensure relevance to ATU's business and compliance with new developments in disability management. The various sections that form part of this policy shall be reviewed independently and individually whenever the need arises.

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Accra Technical University  
Public Affairs Directorate

Email: [info@atu.edu.gh](mailto:info@atu.edu.gh)/[pr@atu.edu.gh](mailto:pr@atu.edu.gh)  
<https://atu.edu.gh>

Tel: 0332095371/0543264917/0544368159