

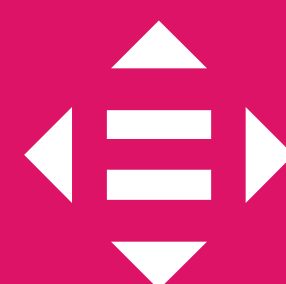
## URDANETA CITY UNIVERSITY'S REASONABLE ACCOMMODATION POLICY FOR PERSONS WITH DISABILITIES: EMPOWERING THROUGH EQUITY

In strong alignment with **Sustainable Development Goal 10 (Reduced Inequalities)**, Urdaneta City University (**UCU**) upholds the principle of equity over equality by implementing a **Reasonable Accommodation Policy** that ensures persons with disabilities (PWDs) receive the necessary support to fully participate in academic and campus life. Recognizing that inclusion requires more than equal treatment—it demands customized support—UCU has developed strategies that address the unique needs of its students, faculty, and staff with disabilities.

The university's **reasonable accommodation strategy** covers a wide range of provisions, such as **modified learning materials**, **accessible learning environments**, and **flexible academic arrangements** for students with disabilities. Faculty members are encouraged to adapt teaching methods and assessments to accommodate specific needs without compromising academic standards.

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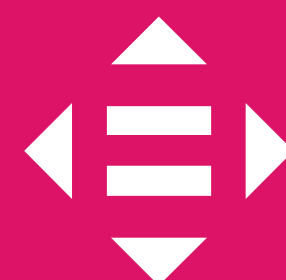


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The policy also extends to administrative and extracurricular participation, ensuring that PWDs have equal opportunities to engage in all university activities. To make these accommodations sustainable, UCU has established **budgetary allocations** under its **Student Affairs and Services (SAS)** and **Guidance and Counseling Office** to fund assistive devices, mobility support, and interpreter services when needed. This mechanism ensures that the implementation of PWD-related programs is both consistent and adequately resourced, reflecting the university's serious commitment to inclusion and accessibility.

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# POLICY AND PROCEDURES ON REASONABLE ACCOMMODATION FOR PERSONS WITH DISABILITIES (PWDs)

## Urdaneta City University

**Effective Date:** November 10, 2023

**Review Date:** November 10, 2024

### I. Purpose

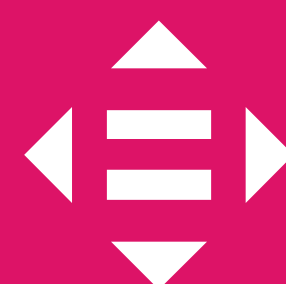
The purpose of this policy is to establish a structured framework for implementing reasonable accommodations that support **persons with disabilities (PWDs)** in Urdaneta City University (UCU). Guided by **Sustainable Development Goal 10 (Reduced Inequalities)**, this policy aims to ensure that all students, faculty, and staff with disabilities have equitable access to educational opportunities, facilities, and campus activities.

### II. Scope

This policy applies to all members of the UCU community, including students, teaching and non-teaching personnel, and applicants with disabilities. It covers all academic programs, administrative services, and extracurricular activities conducted within the university.

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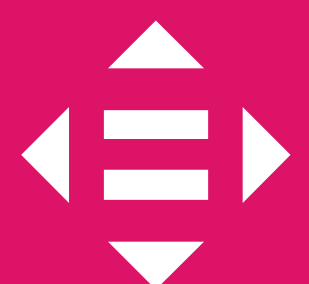
## POLICY AND PROCEDURES ON REASONABLE ACCOMMODATION FOR PERSONS WITH DISABILITIES (PWDs)

### III. Definitions

- **Persons with Disabilities (PWDs):** Individuals who have long-term physical, mental, intellectual, or sensory impairments that may hinder their full and effective participation in society on an equal basis with others.
- **Reasonable Accommodation:** Necessary and appropriate adjustments or modifications made to ensure that PWDs can participate equally in education and campus life, without imposing undue burden on the university.
- **Assistive Devices and Services:** Tools, equipment, or services—such as mobility aids, hearing devices, screen readers, and interpreters—that enable PWDs to perform academic or professional tasks effectively.

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## POLICY AND PROCEDURES ON REASONABLE ACCOMMODATION FOR PERSONS WITH DISABILITIES (PWDS)

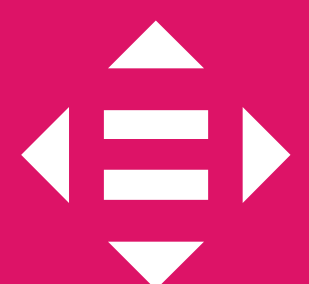
### IV. Policy Statement

Urdaneta City University is committed to fostering an inclusive academic environment that empowers persons with disabilities through equitable access and participation. The university recognizes that **equity requires personalized support**, not merely equal treatment. Therefore, UCU ensures that students, faculty, and staff with disabilities are provided with reasonable accommodations tailored to their individual needs.

This policy underscores UCU's commitment to removing barriers, promoting accessibility, and integrating inclusivity into its educational, administrative, and social systems.

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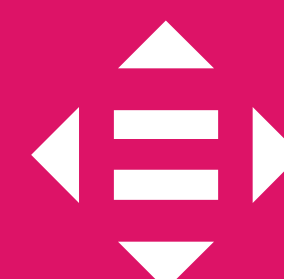
### V. Procedures

#### V.1. Identification and Assessment of Needs

- Students and employees with disabilities shall formally notify the **Guidance and Counseling Office** or **Student Affairs and Services (SAS)** of their accommodation needs.
- The university shall conduct an assessment to determine the specific support required, in coordination with the concerned academic department or office.
- Confidentiality shall be maintained throughout the process.

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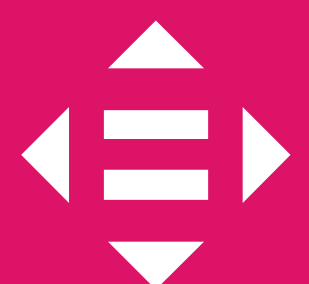
## **POLICY AND PROCEDURES ON REASONABLE ACCOMMODATION FOR PERSONS WITH DISABILITIES (PWDS)**

### **V.2. Implementation of Reasonable Accommodations**

- Accommodations may include, but are not limited to:
  - Modified or alternative learning materials (e.g., Braille, audio versions, large print).
  - Accessible classrooms and facilities (e.g., ramps, elevators, modified seating).
  - Extended time for exams or flexible deadlines.
  - Provision of interpreters, note-takers, or assistive technology.
  - Adjustment of teaching strategies and assessment methods as needed.
- Faculty and staff are expected to cooperate in implementing approved accommodations while maintaining academic integrity and standards.

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## POLICY AND PROCEDURES ON REASONABLE ACCOMMODATION FOR PERSONS WITH DISABILITIES (PWDs)

### V.3. Financial Support and Resources

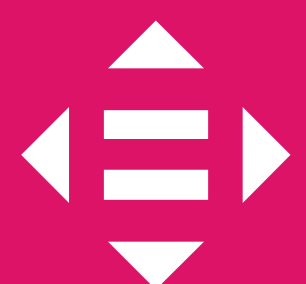
- The **Student Affairs and Services (SAS)**, in coordination with the **Guidance and Counseling Office**, shall allocate funds for assistive devices, mobility support, and interpreter services.
- The budget for PWD support programs shall be included in the university's annual financial plan to ensure consistent implementation.

### V.4. Accessibility in Campus Facilities and Activities

- All university buildings, classrooms, offices, and event venues shall be evaluated for accessibility.
- UCU shall ensure that PWDs are able to participate equally in extracurricular, cultural, and administrative activities.
- Organizers of campus events must provide accessible formats, venues, and communication aids when necessary.

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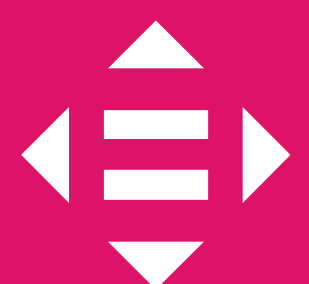
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## POLICY AND PROCEDURES ON REASONABLE ACCOMMODATION FOR PERSONS WITH DISABILITIES (PWDS)

### V.5. Monitoring and Evaluation

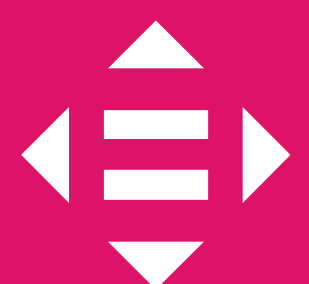
- The **Guidance and Counseling Office**, with the support of the **Institutional Research Office**, shall monitor the implementation and effectiveness of accommodations.
- Annual evaluations shall be conducted to assess the adequacy of resources, student satisfaction, and compliance with accessibility standards.
- Findings and recommendations shall be reported to the University President for policy improvement.

### VI. Roles and Responsibilities

- **Guidance and Counseling Office**
  - Coordinates the assessment and implementation of accommodation requests.
  - Provides counseling and advocacy support for PWD students.

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## POLICY AND PROCEDURES ON REASONABLE ACCOMMODATION FOR PERSONS WITH DISABILITIES (PWDS)

- **Student Affairs and Services (SAS)**

- Manages funding, logistics, and procurement of assistive devices and services.
- Leads the development of inclusion programs and awareness campaigns.

- **Faculty Members and Department Heads**

- Implement approved academic accommodations and ensure inclusive classroom practices.

- **University Administration**

- Allocates resources and ensures compliance with national disability and accessibility laws.

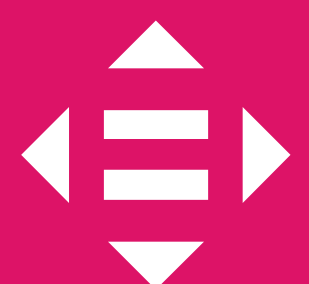
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## VII. Policy Review

This policy shall be reviewed annually to ensure its continued relevance and effectiveness in promoting inclusion and accessibility. Revisions may be made based on policy assessments, stakeholder feedback, or updates in national and international standards on disability rights.

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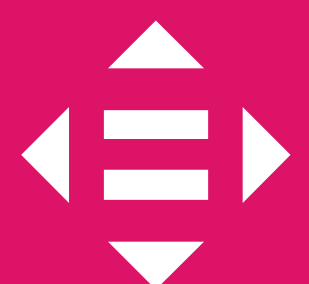
## URDANETA CITY UNIVERSITY IMPLEMENTS REASONABLE ACCOMMODATION POLICY TO UPHOLD SDG 10

Urdaneta City University (UCU) has taken a significant step toward promoting equity and inclusion by introducing a comprehensive Reasonable Accommodation Policy, reinforcing its commitment to the United Nations' Sustainable Development Goal 10: Reduced Inequalities. This policy ensures that students, faculty, and staff with disabilities receive the support and adjustments necessary to participate fully in academic, administrative, and campus life.

The university's policy outlines practical accommodations tailored to individual needs, including adaptive learning tools, flexible scheduling, assistive technologies, and modifications to campus facilities. To ensure effective implementation, UCU has established a dedicated, adequately funded mechanism that provides resources for personal assistants, sign language interpreters, specialized equipment, and accessible learning materials.

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## URDANETA CITY UNIVERSITY IMPLEMENTS REASONABLE ACCOMMODATION POLICY TO UPHOLD SDG 10

Beyond structural adjustments, the policy promotes awareness and training for faculty, staff, and administrators, equipping them to understand, recognize, and respond to the needs of persons with disabilities. This proactive approach fosters an inclusive environment where all members of the university community can thrive without barriers to access or participation.

By institutionalizing the Reasonable Accommodation Policy, Urdaneta City University demonstrates leadership in supporting SDG 10. The initiative not only enhances the academic and professional experience of persons with disabilities but also reinforces UCU's broader commitment to equity, social responsibility, and inclusive excellence in higher education.

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