

# Policy for Differently abled Students

Institute of Business Administration (IBA), Karachi

## **1. Introduction:**

Definition of disability (United Nations Convention on the Rights of Persons with Disabilities): Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments that, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.

*Note: The term “disabled” is used interchangeably with “differently abled” in the text. Applicant refers to an individual who applies for special arrangements due to a disability.*

## **2. Policy Statement:**

- 2.1 IBA strives to provide equal access to facilities, activities, learning and assessment to all applicants and students so that no one is deprived of an opportunity due to a disability.
- 2.2 This policy covers all new applicants and current students with disabilities.
- 2.3 This policy conforms with the “Policy for Students with Disabilities for Higher Learning Institutes in Pakistan” issued by the Higher Education Commission (HEC) Pakistan.
- 2.4 IBA Karachi will provide reasonable facilities to accommodate applicants with special needs. Facilities will be provided keeping in mind academic standards. The final decision on what facilities/accommodations to provide rests with the management of the institute.

## **3. Types of Disabilities:**

Broadly speaking, the following may be considered disabilities:

### **3.1 Physical and mobility difficulties**

Physical difficulties may include partial immobility of hands or feet and impairment of speech.

### **3.2 Hearing impairment**

Hearing impairment means partial inability to hear and comprehend conversations or lectures.

### **Visual impairment**

Visual impairment is the inability to see properly.

## **4. Disability Committee**

A Disability Committee will be set up as needed. This may include members of relevant administrative and academic units as determined by management.

**5. Disclosure of Disability:**

- 5.1 Prospective students should inform the Admission Office about their special needs by selecting the relevant option in the admission form. A representative from the institute will then contact the applicant for further processing.
- 5.2 Students who develop disabilities after they are admitted are encouraged to contact the Associate Dean's office so that their needs may be assessed. Requests for accommodation of the disability must be submitted in writing. The following documents may be required:
  - 5.2.1 Doctor's letter
  - 5.2.2 Diagnostic documents
  - 5.2.3 Report/slip by consultant/physician
  - 5.2.4 Hospital admission letter and discharge summary (if applicable)
  - 5.2.5 Details of previous accommodation obtained during academic career (if applicable)
  - 5.2.6 Any other supportive medical/non-medical documents

IBA may ask for additional documents to help determine the severity of the disability and design appropriate accommodation.