

Policy Subject: Inclusive Access Policy	Policy No.: 18/A. A/2018	Date of last revision: 1/1/2022
Policy Reference: Administrative Affairs	Implementation start date: 1/9/2018	Implementing Body: Academic Affairs and Administrative Affairs

Policy Overview: This policy outlines the principles adhered by Palestine Ahliya University to cultivate an inclusive environment that guarantees equal access to all university activities, resources and facilities.

Objectives: PAU is committed to nurturing an inclusive environment that guarantee equal access to all university activities and opportunities for every member of its diverse community.

Scope: This policy applies to all students, faculty, staff, visitors, and stakeholders participating in activities, programs, and services offered by PAU.

Policy Statements and Procedures:

1. Non-Discrimination: PAU does not discriminate on the basis of ethnicity, religion, disability, immigration status, gender, or any other characteristic protected by law in its admission, access to activities, programs, or services.
2. Accessibility Measures: PAU is dedicated to creating an accessible environment for all individuals. The university will take proactive measures to accommodate the diverse needs of its community members, including but not limited to:
 - a. Providing reasonable accommodations for individuals with disabilities to enable full participation in university activities.
 - b. Ensuring physical accessibility by implementing appropriate infrastructure modifications, including ramps, elevators, and accessible facilities.

- c. Offering alternative formats for materials and resources to accommodate different learning styles and abilities.
- d. Ensuring culturally sensitive and gender-inclusive facilities and spaces across the campus.
- e. Promoting Diversity and Inclusion: PAU actively promoted diversity and inclusion through:
 1. Organizing awareness campaigns, workshops, and training sessions to foster understanding, respect, and inclusivity among the university community.
 2. Celebrating cultural, religious, and diversity-related events to enhance cross-cultural understanding and appreciation.
 3. Encouraging representation from different backgrounds in leadership roles and decision-making processes.
3. Support and Advocacy: The university provides support services, counselling, and advocacy for individuals facing discrimination or barriers to access. PAU maintains channels for reporting discrimination or accessibility concerns and will take prompt action to address these issues.
4. Implementation: This policy has been implemented immediately upon approval. The university has allocated resources and designated responsible personnel to ensure the effective implementation of inclusive access measures.
5. Review and Evaluation: PAU will periodically review the effectiveness of this policy through surveys, feedback mechanisms, and assessments of inclusivity. Adjustments will be made based on the evaluation outcomes to continually improve access and inclusivity for all members of the university community.

Issued by the Policies and Procedures Committee pursuant to Resolution No. () for the academic year 2023/2024, Reference No.: //RC/2023.