UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Reasonable Accommodation and Disability Inclusion Policy

SDG 10 Reduced Inequalities | Reporting year 2025

Approved: January 2025 | Next review: January 2028

1. Purpose

This policy sets out how Uzbekistan State World Languages University (UzSWLU) provides reasonable accommodation so that students, employees and applicants with disabilities can take part in university life on an equal basis with others, and how this accommodation is funded.

2. Scope

The policy applies to all students, applicants, academic and administrative staff, and visitors with disabilities, at all six UzSWLU campuses: Main, Zakovat, Lutfiy, Mukimiy, Angren and Orta Chirchiq.

3. Definitions

- **Person with a disability:** a person with a long-term physical, mental, intellectual or sensory impairment which, in interaction with various barriers, may hinder full and effective participation on an equal basis with others.
- **Reasonable accommodation:** necessary and appropriate modification and adjustment, not imposing a disproportionate or undue burden, made where needed in a particular case to ensure that a person with a disability can exercise all rights on an equal basis with others (UN Convention on the Rights of Persons with Disabilities, Article 2).

4. Legal framework

- UN Convention on the Rights of Persons with Disabilities, ratified by the Republic of Uzbekistan in 2021
- Law No. O‘RQ-641 “On the Rights of Persons with Disabilities” of 15 October 2020
- Cabinet of Ministers Resolution No. 417 of 2 June 2018 on admission of persons with disabilities under additional state grant quotas
- UzSWLU Anti-Discrimination and Anti-Harassment Policy and UzSWLU Admissions and Access Policy

5. Principles

- Failure to provide reasonable accommodation is treated as discrimination on the basis of disability.
- Accommodation is decided individually, based on the person’s needs, and in consultation with the person.
- Information about a person’s disability is kept confidential and shared only with staff who need it to provide the accommodation.
- Requesting accommodation never disadvantages a student, applicant or employee.

6. Areas of accommodation

Area	Examples of reasonable accommodation	Responsible unit
Study and assessment	Individual learning plans; extended exam time; separate exam rooms; alternative assessment formats; lecture recordings	Faculty deans; Coordination of Tutors’ Activities
Learning materials	Large-print, audio and digital materials; screen-reader-compatible online resources	Information Resource Center; Digital Education Technology Center
Physical environment	Ramps, elevators, accessible toilets, tactile paths, ground-floor classrooms, reserved parking	Department of Affairs (facilities)
Personal support	A personal tutor for every student with a disability; personal assistants for students with severe disabilities; psychological counseling	Department of Youth Work, Spirituality and Enlightenment

Area	Examples of reasonable accommodation	Responsible unit
Accommodation	Adapted ground-floor dormitory rooms; housing fee exemption for students with Group I–II disability	Department of Youth Work, Spirituality and Enlightenment
Employment	Adapted workstations, adjusted duties or working hours, and accessible workplaces for employees with disabilities	Human Resource Management Department

7. Requesting accommodation

- Students and applicants submit a request to their academic group tutor, the dean's office or the Coordination of Tutors' Activities Department; employees submit it to the Human Resource Management Department. A request can be made at any time.
- The responsible unit agrees an individual accommodation plan with the person within ten working days and records it confidentially.
- The plan is reviewed at least once each academic year, or earlier if the person's needs change.
- A person who is not satisfied with the decision may appeal to the Accessibility and Inclusion Committee.

8. Funding mechanism

Reasonable accommodation is funded through a dedicated line in the university's annual budget, prepared by the Planning and Finance Department and approved together with the university budget. The budget line covers:

- construction, repair and maintenance of accessible infrastructure (ramps, elevators, accessible toilets, tactile paths and signage);
- adapted learning materials, assistive technology and accessible digital resources;
- personal tutors, personal assistants and psychological support for students with disabilities;
- material assistance paid to students with disabilities twice a year, and housing fee exemptions;
- workplace adaptations for employees with disabilities.

The Accessibility and Inclusion Committee submits its estimate of needs for the following year to the Planning and Finance Department before the budget is drafted. Urgent individual requests that arise during the year are met from the university's reserve fund. Students with officially recognized disabilities also continue to receive the monthly state disability allowance.

9. Responsibilities

- **Accessibility and Inclusion Committee** (Rector's Order No. 121/2023): oversees this policy, monitors accessibility across campuses, proposes the annual budget for accommodation and hears appeals.
- **First Vice-Rector for Youth Affairs and Spiritual and Educational Affairs:** senior officer responsible for implementing this policy for students.
- **Human Resource Management Department:** implements the policy for employees.
- **Planning and Finance Department:** includes the accommodation budget line in the university budget and reports on its use.

10. Monitoring and review

The Accessibility and Inclusion Committee reports to the University Council each year on the number of accommodation requests, the measures provided and the use of the budget. The policy is reviewed every three years, or earlier if national legislation changes.

Related links

Inclusive Education and Disability Support Services
Anti-Discrimination and Anti-Harassment Policy

Law No. O‘RQ-641 (lex.uz)