

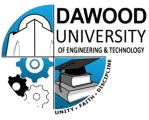
# DUET's Policy on Inclusivity and Accessibility

2023



**Dawood University of Engineering &  
Technology, Karachi**





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## 1. Purpose

The purpose of this policy is to ensure that all students, staff, and stakeholders of Dawood University of Engineering & Technology (DUET), Karachi have equal and unhindered access to educational activities. This policy aims to create an inclusive and supportive learning environment, regardless of ethnicity, religion, disability, immigration status, gender, or any other personal characteristic.

## 2. Scope

This policy applies to all university activities, including academic programs, extracurricular activities, student services, and university events. It covers students, faculty, staff, and visitors at all levels.

## 3. Policy Statement

DUET is committed to fostering an inclusive academic community that values diversity, equity, and accessibility for all. DUET believes that an inclusive environment strengthens educational experience and prepares students for global standardization. Discrimination or exclusion based on ethnicity, religion, disability, immigration status, or gender is not tolerated.

## 4. Definitions

*Ethnicity:* Refers to groups with shared culture, language, and history.

*Religion:* Includes a diverse range of religious beliefs and practices.

*Disability:* Encompasses physical, sensory, mental, and learning disabilities.

*Immigration Status:* Refers to whether a person is a citizen, permanent resident, refugee, or otherwise in the country legally.

*Gender:* Includes all gender identities and expressions, and protections extend to individuals regardless of their gender.

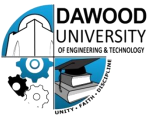
## 5. Policy Guidelines

### 5.1 Equal Access to Educational Resources

- **Admissions and Enrolments:** Admissions criteria will not discriminate based on ethnicity, religion, disability, immigration status, or gender.
- **Curriculum and Pedagogy:** The curriculum will reflect diversity and inclusivity. All learning materials and activities will be designed to accommodate different cultural, religious, and personal needs.
- **Financial Assistance:** Scholarships, grants, and financial aid programs will be available to students from all backgrounds based on merit or financial need, without discrimination.

### 5.2 Accessibility for Persons with Disabilities

- **Physical Accessibility:** All buildings, classrooms, laboratories, and facilities will be equipped to ensure accessibility for individuals with physical disabilities. Elevators, ramps, accessible restrooms, and signage will be available.
- **Academic Support:** Learning aids, assistive technologies, and support services will be provided for students with disabilities.



### 5.3 Protection of Religious and Cultural Expression

- **Religious Accommodations:** Students are allowed reasonable accommodations to practice their religion. This includes providing prayer rooms, adjusting schedules, and allowing cultural attire.
- **Non-Discrimination in Curriculum:** Academic content should be free from bias and respect all cultural backgrounds.

### 5.4 Gender Inclusion

- **Gender Expression and Identity:** All students have the right to self-identify and express their gender without facing discrimination or harassment.

### 5.5 Support for Individuals with Immigration or Refugee Status

- **Inclusive Support Services:** International students, immigrants, and refugees will have access to support services to assist with language, adaptation, and academic challenges.

## 6. Reporting and Addressing Discrimination

Any student, staff member, or stakeholder who feels they have been discriminated against may report the incident to the concerned office(s). The university will ensure confidentiality and conduct an impartial investigation. Disciplinary action may be taken against individuals found responsible for discrimination.

## 7. Review and Monitoring

This policy will be reviewed after every two years to ensure it remains relevant and effective. Feedback from students, staff, and stakeholders will be considered to make necessary updates.

