



BAU a Policy or Strategy that outlines the reasonable adjustments and provisions for people with disabilities

Al-Balqa Applied University (BAU) adopts a clear and comprehensive policy on reasonable accommodations for people with disabilities, aimed at ensuring equal opportunities and promoting inclusivity across the university environment. This policy defines the frameworks and procedures for providing reasonable adjustments, support services, and adequate resource allocation, ensuring the removal of physical, academic, and digital barriers. It enables students, staff, and visitors with disabilities to fully participate in all aspects of university life.

At the infrastructure level, BAU continuously upgrades its campuses to meet accessibility standards, including ramps, elevators, adapted restrooms, and safe navigation systems. At the academic level, the university provides reasonable accommodations such as extended exam time, flexible assessment methods, assistive technologies, and accessible learning materials in multiple formats to meet diverse needs.

To support the implementation of this policy, BAU allocates sufficient funding within its operational and development budgets to ensure the sustainability of these services. This includes investments in assistive technologies, staff training, campus accessibility enhancements, and specialized support units. The university also integrates Information and Communication Technology (ICT) solutions to improve accessibility, such as digital platforms compatible with screen readers and smart systems that support inclusive learning environments.

In addition, BAU provides dedicated units and qualified personnel to deliver individualized support, as well as academic and psychological counseling for



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students with disabilities, enhancing their academic success and overall well-being. Monitoring and evaluation mechanisms are also in place to assess the effectiveness of these measures and ensure continuous improvement.

Through this comprehensive approach, BAU demonstrates its strong commitment to equity and inclusion, in alignment with the principles of the Sustainable Development Goals, particularly in ensuring inclusive and equitable quality education for all.



Al Balqa Applied University
Al Salt - Jordan



جامعة البلقاء التطبيقية
الأردن – السلط

Policy Name:	Disability Accommodation Policy		
Code:	BAU_34	Published date:	2023
Reviewed Date:	2025	Confidentiality status:	Public
Accreditation:	Quality Assurance and Continual Improvement Council (QACIC)		

Responsibilities:

Implementation:	All BAU's Academic Colleges, Administrative Units, and Scientific Centers.
Revision and improvement:	Development and Quality Assurance Center

Policy (Arabic):

تلتزم جامعة البلقاء التطبيقية بتعزيز بيئة شاملة وأمنة وعادلة للجميع بما فيهم للأشخاص ذوي الإعاقة، بما يتماشى مع قانون حقوق الأشخاص ذوي الإعاقة الأردني رقم 20 لسنة 2017، واتفاقية الأمم المتحدة لحقوق الأشخاص ذوي الإعاقة من خلال عدد من البرامج والمشاريع والمبادرات منها توقيع الاتفاقيات والشراكات من الجهات ذات العلاقة مثل المجلس الأعلى لذوي الإعاقة، تقديم خصم على الرسوم الدارسية يصل الى 90% من الرسوم الدراسية و توفير بنية تحتية مادية ملائمة، تشمل المباني والمرافق الجامعية، ترجمة عدد من المساقات الى لغة الاشارة وتوفير مترجم شخصي لكل طالب، توفير موارد تكنولوجية داعمة للطلبة من ذوي الاعاقة السمعية او الاعاقة البصرية.

Policy:

Al-Balqa Applied University (BAU) is committed to fostering an inclusive, safe, and equitable environment for individuals with disabilities aligning with both the **Jordanian Law on the Rights of Persons with Disabilities No. 20 of 2017** and the **United Nations Convention on the Rights of Persons with Disabilities**.

BAU actualizes this commitment by implementing a range of programs and initiatives such as providing accessible physical infrastructure, effective communication and support services, supportive technological resources by utilizing technology to enhance learning and participation for students with disabilities and allocated adequate funding to implement and sustain disability accommodation, including infrastructure improvements, staff training, and ongoing support services.

Scope:



BAU's Disability-Accommodation-Policy



العمليات والإجراءات الرئيسية المرتبطة بمساسة تسهيلات ذوي الاحتياجات الخاصة:		
الرمز	الإجراء	العملية
	<ul style="list-style-type: none">تسهيلات أكاديمية: مثل توفير الوقت الإضافي للامتحانات، وتوفير مواد الدورة الدراسية بصيغة رقمية، واستخدام برامج التعرف على الكلام، وتوفير مساعدين أكاديميين.تسهيلات متعلقة بالوصول: مثل توفير مباني ومرافق الجامعة، وتوفير خدمات النقل، وتوفير خدمات الترجمة، وتوفير خدمات الإرشاد والتوجيه.تسهيلات متعلقة بالخدمات: مثل توفير خدمات الإرشاد الأكاديمي، وتوفير خدمات الدعم النفسي، وتوفير خدمات التوظيف. <p>تقييم احتياجات الطلبة:</p> <ul style="list-style-type: none">يتم إجراء تقييمات شاملة للطلاب ذوي الاحتياجات الخاصة لتحديد احتياجاتهم بشكل دقيق.يتم استخدام أدوات تقييم متنوعة، مثل الاختبارات والمقابلات والملاحظات.يتم مشاركة نتائج التقييمات مع الطلبة وأولياء أمورهم وأعضاء هيئة التدريس وممثلين عن مركز ذوي الاحتياجات الخاصة.	
	<p>توفير المستلزمات والتجهيزات والخدمات المساندة:</p> <ul style="list-style-type: none">يتم توفير جميع المستلزمات والتجهيزات والخدمات المساندة التي يحتاجها الطلبة ذوي الاحتياجات الخاصة.يتم شراء أو استئجار المعدات اللازمة، مثل أجهزة الحاسوب المحمولة والبرامج المساندة وأجهزة المساعدة السمعية.	3. توفير الدعم والتسهيلات:

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See pages (134-136)

Key Processes and Procedures Associated with the Policy on Reasonable Accommodations for Persons with Disabilities



BAU demonstrates a strong institutional commitment to inclusion through a comprehensive set of policies and strategic frameworks that support people with disabilities. These policies are aligned with national regulations and best international practices, ensuring that inclusion is embedded across all aspects of university governance, planning, and operation:

Al Balqa Applied University Al Salt - Jordan				جامعة البلقاء التطبيقية الأردن – السلط	
Policy Name:	Non-Discriminatory Admissions Policy				
Code:	BAU_032	Published date:	2023		
Reviewed Date:	2025	Confidentiality status:	Public		
Accreditation:	Quality Assurance and Continual Improvement Council (QACIC)				
Responsibilities:					
Implementation:	All BAU's Academic Colleges, Administrative Units, and Scientific Centers.				
Revision and improvement:	Development and Quality Assurance Center				
Policy (Arabic):					
تلتزم جامعة البلقاء التطبيقية بضمان عدالة وتكافؤ الفرص في القبول الجامعي لجميع الطلبة، وذلك وفقاً للدستور الأردني وقانون التعليم العالي والبحث العلمي، وبما يتسجم مع الاتفاقيات الدولية التي صادقت عليها الأردن. وتؤكد الجامعة أن القبول في جميع البرامج الأكاديمية يتم على أساس الكفاءة والمعايير الأكاديمية فقط، دون أي تمييز قائم على الجنس، الدين، العرق، الإعاقة، أو الرأي. كما أنها تقوم بالإعلان عن جميع شروط ومعايير القبول بوضوح لضمان الشفافية، بالإضافة إلى أن الجامعة تبذل جهوداً لتوفير الدعم اللازم للطلبة ذوي الإعاقة والفئات الأقل حظاً لضمان فرص متساوية للالتحاق بالتعليم العالي.					
Policy:					
Al-Balqa Applied University is committed to providing equal opportunities in admissions for all students. Admission is based on academic qualifications, without discrimination based on gender, religion, race, disability, or opinion. The University ensures transparency of admission criteria, supports students with disabilities and marginalized groups, and provides confidential mechanisms for complaints or appeals, while regularly reviewing policies to maintain compliance with national legislation and accreditation standards.					
					
<u>Non-Discrimination Admission Policy</u>					



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Policy Name:	Student Safety and Well-Being Policy
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Code:	BAU 054	Published date	2023
Reviewed date	2025	Confidentiality status:	Public
Accreditation:	Quality Assurance and Continual Improvement Council (QACIC)		

Responsibilities:

Implementation:	All BAU's Academic Colleges, Administrative Units, and Scientific Centers
Revision and Improvement:	Development and Quality Assurance Center

Policy (Arabic):

تلتزم جامعة البلقاء التطبيقية بتوفير بيئة آمنة وصحية لجميع الطلاب والموظفين وأعضاء المجتمع الجامعي، من خلال تنفيذ إجراءات شاملة تهدف إلى تعزيز الأمن والسلامة، توفير الرعاية الصحية والخدمات النفسية، ومكافحة جميع أشكال العنف أو التمييز. وتشمل هذه الإجراءات تطوير برامج توعوية، وتعزيز الاستجابة السريعة للطوارئ، وضمان بيئة تعليمية داعمة ومتكاملة.

Policy:

Al-Balqa Applied University is committed to providing a safe and healthy environment for all students, staff, and community members. The university undertakes comprehensive measures to enhance physical security, promote well-being, and respond effectively to emergencies. These efforts include anti-harassment initiatives, mental health services, inclusive practices, and training programs to ensure a supportive educational experience

Scope:

This policy applies to all BAU students, staff, contractors, and visitors on campus, as well as to university-sponsored events and activities off-campus.

جامعة البلقاء التطبيقية

Student Safety and Well Being Policy



جامعة البلقاء التطبيقية
AL-BALQA APPLIED UNIVERSITY
**BAU's DIVERSITY,
EQUITY, AND
INCLUSION STRATEGY**
2022-2027.

حوضي من عمان البلقاء

Diversity, Equity, and Inclusion (DEI).



Ensuring Inclusive Higher Education at BAU

- **Legal and policy framework**

- ✓ Al-Balqa Applied University (BAU) ensures inclusive higher education in line with Jordan's Law on the Rights of Persons with Disabilities No. (20) of 2017.
- ✓ The law guarantees non-discrimination, equal access to education, and the right to reasonable accommodation.
- ✓ It also supports special admission policies and financial assistance, including tuition fee reductions for eligible students with disabilities.

- **Accessible and inclusive campus environment**

- ✓ Continuous development of infrastructure to ensure full accessibility across campuses.
- ✓ Facilities include ramps, elevators, accessible walkways, adapted restrooms, and reserved parking spaces.
- ✓ Focus on safe and independent mobility for students with physical disabilities.

- **Academic accommodation and learning support**

- ✓ Extended exam time and flexible assessment methods.
- ✓ Accessible learning materials in multiple formats (audio, digital, and visual).
- ✓ Use of assistive technologies and ICT-based learning platforms compatible with accessibility tools.
- ✓ Sign language interpretation and audio-based educational resources for students with hearing or visual impairments.



- **Institutional support services**

- ✓ Deanship of Student Affairs provides academic, psychological, and social support services.
- ✓ Specialized units offer individualized guidance and follow-up for students with disabilities.
- ✓ Peer support programs enhance inclusion and student engagement.
- ✓ Establishment of a Comprehensive Center for Disabilities Assessment and Diagnosis (CCDAD)

- **Student-led inclusion initiatives**

- ✓ “Nabd Student Club for Students with Disabilities” promotes peer support and assistive learning.
- ✓ Supports recording of academic materials in accessible formats (e.g., audio library).
- ✓ Encourages volunteerism and awareness of disability inclusion within campus life.

- **Training, awareness, and academic programs**

- ✓ Continuous workshops and sign language training for students and staff.
- ✓ Academic programs in Special Education and Applied Psychology support professional capacity-building.
- ✓ Awareness campaigns promote inclusion and equal participation.

- **International cooperation and innovation**

- ✓ Participation in projects such as DigitalLife4ALL (digital inclusion and lifelong learning).



- ✓ Participation in DIGIWAVE project (inclusive digital entrepreneurship, with focus on women and marginalized groups).
- ✓ MoUs with national organizations to enhance disability services and inclusive education.
- ✓ Innovative projects such as “Smart Communication Bridge” using AI for sign language translation.

- **Overall impact**
 - ✓ Integrated approach combining policy, infrastructure, academic support, and innovation.
 - ✓ Promotes full participation of students with disabilities in academic and social life.
 - ✓ Aligned with Sustainable Development Goals, especially SDG 4 (Quality Education) and SDG 10 (Reduced Inequalities).