

**1. PURPOSE & SCOPE**

- 1.1. This document outlines the Management and Science University's (MSU) approaches to protect the person with disability, consisting the MSU staff and students in ensuring the equivalent access to the education system and work environments.
- 1.2. The strategy shapes to raise awareness of inclusivity among the MSU staff and students.
- 1.3. This policy applicable to MSU staff and the students.

**2. POLICY STATEMENT****2.1. Introduction**

- 2.1.2 The Policy for Person with Disability significantly crucial to ensure equal opportunities, accessibility, and inclusion for individuals with diverse abilities.
- 2.1.2 This policy aimed to address the unique challenges faced by people with disabilities and promote their rights and well-being.

**2.2. Principle**

- 2.2.1 Prohibiting of any form of discrimination based on disability. This includes ensuring equal access to education, employment, healthcare, transportation, and public services.
- 2.2.2 Promote inclusive education, by ensuring the students with disabilities have equal opportunities to access quality education in the campus physically and online. This may involve providing necessary support services, specialized equipment, and trained teachers to facilitate inclusive learning environments.
- 2.2.3 Promote the active participation and empowerment of persons with disabilities in decision-making processes that affect their lives.
- 2.2.4 Ensure that persons with disabilities have access to social protection programs, healthcare services, rehabilitation, and assistive devices. This may involve providing financial assistance, healthcare coverage, and support services to enhance their overall well-being and independence.



**MANAGEMENT & SCIENCE UNIVERSITY (MSU)**

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**POLICY FOR PERSON WITH DISABILITY**

- 2.2.5 Educating and creating awareness on the culture of inclusivity and respect for persons with disabilities. This involves sensitizing the general public, organizations, and communities about disability rights, challenges, and the importance of inclusion.
- 2.2.6 Encourage equal employment opportunities for persons with disabilities, promoting inclusive hiring practices, reasonable accommodations, and career advancement.
- 2.2.7 Prioritizing accessibility in all aspects of life, including physical infrastructure, public spaces, transportation, information and communication technologies, and digital platforms. This involves removing barriers and providing reasonable accommodations to ensure equal participation and access for individuals with disabilities.

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