



Sri Lanka Institute of Textile & Apparel

Policy Title –Policy on Disability

Policy Number – 04

Effective Date - 02.05.2023

Approving Authority – Board of Governors –SLITA.

Administrative Responsibility – All Staff members and Students of SLITA

1 Overview

Sri Lanka Institute of Textile and Apparel (SLITA) is committed to ensuring opportunity and environment that enables and enhances the educational and employment experience of students and staff with a disability on the same basis as other members of the SLITA community, in an environment that values diversity, is free from harassment and unlawful discrimination and promotes equality of opportunity. For this purpose, SLITA will ensure that in all policies, procedures, regulations, functions and activities, including strategic planning and resource allocation, consideration is given to reasonable means of enabling full participation of differently-abled (or specially-abled) students and staff in all aspects of the academic and social life of the institution. Therefore, the SLITA policy on disability promotes and protects the rights of differently-abled students and staff.

2 Application

This policy applies to all students, staff and affiliates of the SLITA.

3 Definitions

Assistive technology	any device, system or design, whether adapted or commercially available, that allows someone to perform a task that they would otherwise be unable to do, or increases the ease with which a task can be performed.
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Disability

any physical, sensory, neurological, intellectual, psychiatric or learning disability, and includes physical disfigurement, the presence in the body of disease-causing organisms and total or partial loss of part of the body or a bodily function. It also includes a temporary, permanent, current, past or future disability, and chronic health conditions which may not commonly be considered disabilities.

Commonly recognized disorders

(a) Blind/Low Vision

According to the U.S. National Library of Medicine (2014) "blindness is a lack of vision, it may also refer to a loss of vision that cannot be corrected with glasses or contact lenses."

(b) Deaf/Hearing Impaired

(c) Physical and Systematic Disorders

Including but not limited to: multiple sclerosis, cerebral palsy, chemical sensitivities, spinal cord injuries, cancer, AIDS, muscular dystrophy, and spina bifida.

(d) Psychiatric/Psychological Disorder

Mental impairment that includes any mental or psychological disorder, such as emotional or mental illness.

(e) Specific Learning Disabilities

A specific learning disability, as defined in Section 1401(30) of Title 20 of the United States Code, is described as a "disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written, which may manifest itself in the imperfect ability to listen, think, speak, read, write, spell, or perform mathematical calculations.

(f) Head Injury/Traumatic Brain Injury

Head injury or traumatic brain injury is considered a medical or clinical diagnosis.

act of someone is made to feel intimidated, insulted or humiliated because of their disability.

are administrative, environmental or procedural alterations in the employment or learning situation which remove barriers for people with a disability so that they can perform the inherent requirements of the job or course of study. For staff this could mean adjusting access to buildings and rooms, modifying equipment, re-designing jobs or work areas and implementing more flexible work practices. For students it could mean adjustments to the mode of delivery of lectures or written material or the assessment process and timeframe. An adjustment is reasonable if it takes into account the requirements of the person and balances the interests of all parties affected.

4 Policy Statement

The SLITA will:

- promote a positive and supporting working and study environment for differently-abled students and staff which provides equal opportunity for all staff and students with a disability to access, participate and enjoy the benefits of education and employment.
- not tolerate harassment, discrimination and vilification of people with disabilities and the SLITA expects that all staff and students will work together in the spirit of the legislation.
- ensure that anticipatory action is taken as far as it is reasonably practicable, to provide inclusive working, learning and teaching and access to facilities and services through in its planning of the design of the environment, services, work, assistive technologies, curricula development, study design and content.
- apply the principle of reasonable adjustment to remove barriers to participation in work or study by people with a disability, and to carers of people with a disability, including parents, spouses, partners and those with caring responsibilities for parents with a disability.