



MİNGƏÇEVİR
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Policy On Disability

Type of Document:	Policy
Scope:	All staff and students
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Purpose:	<p>Mingachevir State University defines the protection of the rights of all students, teachers, and staff with disabilities, as well as ensuring their full participation in university life, as a fundamental objective.</p> <p>The purpose of this policy is to ensure the participation of persons with disabilities in education, employment, and social spheres on an equal basis, and to create an accessible and supportive environment that allows them to develop within the university without facing discrimination.</p> <p>By ensuring the accessibility of both physical and digital infrastructure, the university provides the adaptation of all resources — including laboratories, classrooms, and technological systems — for the use of persons with disabilities.</p>

Introduction

The “Disability Policy” document at Mingachevir State University (hereinafter – MSU) has been prepared in accordance with the relevant provisions of Law No. 1153-VQ – “On the Rights of Persons with Disabilities.” The primary objective of this document is to ensure that citizens with limited health capabilities and those requiring individualized education have access to higher education institutions and to support their full participation in university life. The University aims to create comprehensive conditions to ensure that persons with disabilities have equal opportunities in education, employment, and social spheres.

The policy is drafted in compliance with the Constitution of the Republic of Azerbaijan, the Labor Code of the Republic of Azerbaijan, and the relevant provisions of the Law of the Republic of Azerbaijan “On Education” No. 833-IIIQ dated June 19, 2009. This document is aimed at considering all forms of disability at MSU and creating an inclusive and supportive environment tailored to their needs. The implementation of this document ensures the protection of the rights of students and staff with disabilities, accessibility of physical and digital infrastructure, provision of individual support, and development of social integration opportunities.

Thus, the “Disability Policy” reflects MSU’s commitment to inclusivity and regulates the application of structures and rules that ensure equal rights and opportunities for every member of the University.

Scope

This “Document” applies to all students, academic staff, and administrative personnel at MSU. It covers all educational programs, as well as academic, social, and cultural activities, and aims to ensure the full participation of persons with disabilities in these programs and activities. Additionally, the policy regulates ensuring inclusivity in the educational environment at MSU, providing accessibility to physical and digital infrastructure, and implementing support mechanisms tailored to individual needs. Within this framework, the policy is broadly applied to all university structures and activity areas.

Responsibility

At Mingachevir State University, providing equal opportunities for education to every individual, regardless of gender, race, language, religion, political beliefs, nationality, social status, origin, or health condition, is considered a priority responsibility.

The University does not allow any discrimination and ensures the maintenance of an inclusive educational environment.

All MSU employees, including academic staff and students, share joint responsibility for protecting the rights of persons with disabilities, supporting their full participation in educational and social environments, and promoting the principles of inclusivity. Each member of the University plays an active role in implementing this policy and strives to support disabilities and create an environment tailored to their needs according to their individual capabilities.

Objectives

Mingachevir State University has established a series of objectives to ensure the education and social integration of persons with disabilities. Priority is given to integrating students with disabilities into the university environment through joint learning processes and lectures, promoting their participation at the same educational stages as their peers. The objectives of the policy also include fostering economically independent intellectuals who can contribute to the country's development, establishing mentorship services, and providing continuous support for students' psychological, personal, and professional development. The policy aims to ensure the participation of persons with disabilities at all levels of secondary and higher education – secondary education, bachelor's, master's, professional development, residency, and doctoral studies.

Additionally, intensifying the participation of students with disabilities in social and cultural projects, supporting their active role in university life, and facilitating integration with the community are among the main priorities of this policy.

Our Mission

- ✚ The University provides opportunities for higher education to citizens with limited health capabilities according to their individual abilities and level of preparation. This aims to support the development of their academic knowledge and skills as well as their integration into society.
- ✚ University structures prepare educational materials based on a strict individual approach and provide personalized support to each student using modern computer and information technologies. This approach makes the learning process more accessible and effective and contributes to forming an inclusive educational environment.

- ✚ The University aims to remove obstacles faced by students and staff with physical disabilities and to create conditions for easier movement within the university environment. For this purpose, accessibility to campus infrastructure is ensured, auditoriums and public areas are adapted, and student safety and comfort are prioritized.
- ✚ Supporting the effective use of leisure time and encouraging participation in social and cultural activities of students with limited health capabilities is one of the University's priorities. By ensuring students' active participation in social and cultural projects, the University supports their personal and professional development.
- ✚ Creating conditions to ensure the inclusivity of the learning process and maximizing each student's potential is an integral part of MSU's mission. Through mentorship programs, psychological, and professional support services, the University continuously promotes the academic and personal development of students with disabilities.

Awareness

- ✚ MSU colleagues and students are informed in accordance with the provisions set out in relevant policies. This includes comprehensive awareness regarding the rights of persons with disabilities, inclusive education principles, and university support mechanisms.
- ✚ Regular psychological and medical training sessions, seminars, and professional development programs are conducted for MSU staff and students. These activities aim to enhance the ability of university members to work with persons with disabilities and strengthen the principles of inclusivity and empathy.
- ✚ Awareness programs are also aimed at forming an inclusive and supportive atmosphere within the university environment, implementing legal and ethical principles, and increasing social responsibility.

Teaching and Learning

- ✚ All processes related to inclusive education at Mingachevir State University are carried out in accordance with the legislation of the Republic of Azerbaijan. In particular, inclusive education measures are planned and implemented based on the Law "On Education of Persons with Limited Health Capabilities (Special Education)" dated June 5, 2001.

- ✚ When educating students with disabilities, their individual characteristics, physical and mental abilities are taken into account, and a teaching staff with various learning methods is engaged for this purpose. Teachers adapt the educational process considering the different learning styles of students.
- ✚ Students are provided with special educational, methodological, and compensatory technical tools, and the education process is organized considering their health capabilities.
- ✚ Adaptation models that allow for individualized correction of behavior and disciplinary issues are applied, contributing to the development of students' communication skills and professional-social suitability.
- ✚ The objectives of training are determined based on the student's initial level, teachers' professional preparation, and available methodological, material, and technical support. This approach creates conditions for effective development of students' knowledge, skills, and abilities.
- ✚ Students are provided with printed and electronic educational resources in formats adapted to their needs. These resources facilitate easier access to the learning process and effective comprehension of information.
- ✚ Based on provided recommendations, internships are selected considering working conditions and suitability, which are determined by the opinion of the psychological-medical-pedagogical commission.
- ✚ During academic assessments, interim and final state exams, students' health issues are taken into account to ensure continuous monitoring.
- ✚ Individual educational plans and schedules are prepared for students with disabilities. These plans are adapted both for joint learning with other students and for separate groups. Additionally, lessons are provided at home, online, and via distance learning technologies.

Assessment of Knowledge

At Mingachevir State University, teachers provide support for students with limited health capabilities to demonstrate their knowledge and skills and maintain high motivation through special approaches.

The following principles are taken into account when assessing knowledge:

- ✚ The possibility of conducting final assessment online, considering the student's physical abilities.

- ✚ Ensuring the exam location is suitably prepared according to the student's special conditions.
- ✚ Organizing additional lessons and consultation hours for students requiring special care.
- ✚ Allowing students to independently choose the method of knowledge assessment.
- ✚ Extending exam time based on student's capability and desire.
- ✚ Organizing re-examination in case of health issues during exams.
- ✚ Considering the performance of students showing special activity during the academic period and, if necessary, reviewing exam results.

Conclusion

- ✚ The "Disability Policy" document at MSU will be regularly reviewed and continuously improved in line with the University's inclusive education principles.
- ✚ To ensure the effectiveness of the document, its implementation will be evaluated in accordance with relevant national legislation and regulatory legal acts.
- ✚ Based on obtained results and feedback, the policy will be amended, new approaches and methods will be implemented, thus ensuring the creation of the most favorable and inclusive environment for the education and social integration of persons with disabilities.