

NAKHCHIVAN STATE UNIVERSITY

REASONABLE ADJUSTMENTS AND INCLUSIVE SUPPORT STRATEGY

1. Introduction

Nakhchivan State University, in adherence to the principles of inclusive education, recognizes the creation of equal educational opportunities for persons with disabilities as a fundamental institutional priority. This policy document defines the implementation of *reasonable adjustments* within the university, student support mechanisms, and the principles of sustainable financing required to ensure an inclusive learning environment.

2. Purpose

The purpose of this policy is to:

- ✓ create an accessible and equitable educational environment for students with disabilities;
- ✓ ensure the systematic implementation of reasonable adjustments;
- ✓ establish financially sustainable support services;
- ✓ strengthen the inclusive university environment.

3. Scope

This policy applies to:

- ✓ all academic and administrative units;
- ✓ students, faculty members, and staff;
- ✓ campus infrastructure and support services.

4. Principles of Reasonable Adjustments

The University shall provide the following reasonable adjustments:

- ✓ adaptation of teaching and learning materials;
- ✓ flexible approaches to examinations and assessment procedures;
- ✓ physical accessibility measures (including ramps, elevators, and designated entrances);
- ✓ provision of assistive technologies;
- ✓ individualized study plans where necessary.

5. Support Services

The University shall ensure access to:

- ✓ academic support and mentoring;
- ✓ psychological and social support services;
- ✓ career guidance and vocational counseling;
- ✓ daily on-campus support services.

6. Funding and Resources

To implement this policy effectively, the University establishes the following funding mechanisms:

- ✓ a dedicated inclusion fund within the university budget;
- ✓ state and international grants;
- ✓ social project and partnership programs;
- ✓ donor-funded and collaborative initiatives.

Financial resources shall be allocated to:

- ✓ adaptation of infrastructure;
- ✓ procurement of assistive technologies;
- ✓ organization of support services;
- ✓ staff training and professional development.

7. Implementation and Responsibility

The following bodies shall be responsible for the implementation of this policy:

- ✓ the Inclusive Education Center;
- ✓ the University Administration;
- ✓ faculty and administrative structures.

8. Monitoring and Evaluation

The effectiveness of this policy shall be ensured through:

- ✓ preparation of annual reports;
- ✓ collection of feedback from students and staff;
- ✓ assessment of the effectiveness of support services;
- ✓ continuous improvement measures.

9. Conclusion

This policy serves to advance the development of an inclusive educational environment at the University and aims to ensure the full and equal participation of persons with disabilities in all aspects of the educational process.