



**Code: QA182**  
**Title: University of Galway Universal Design & Accessibility Policy**  
**Date: June 2021**  
**Approval: Údarás na hOllscoile**

## 1.0 Introduction

University of Galway is committed to addressing Universal Design and accessibility in so far as institutional capacity and resources allow in order to make services, information provision, buildings, teaching and learning and visitor experience accessible and inclusive for all regardless of age, size or ability.

## 2.0 Policy Statement

University of Galway is committed to the development, maintenance and support of a Universal Design Policy for all staff, students and prospective staff and students. The University has and will continue to develop policies, procedures and practices that comply with the UN Convention on Rights of People with Disabilities, The Equal Status Acts 2000 to 2018, The Employment Equality Acts 1998 to 2018, Section 42 of the Irish Human Rights and Equality Commission Act 2014, The Disability Act 2005, the Education for Persons with Special Educational Needs Act 2004, The Safety, Health and Welfare at Work Act 2005, The Building Control Act 1990-2007, The National Disability Inclusion Strategy 2017 – 2021, The Irish Sign Language Act 2017 and European Union (Accessibility of Websites and Mobile Applications of Public Sector Bodies) Regulations 2020 , each as may be amended from time to time.

## 3.0 Aim and Scope

To enhance the overall staff, students and visitor experience, and enable the delivery of improved education and accessible services, the Universal Design & Access policy focuses on the following priority areas:

- Explicit commitment to supporting Universal Design and Accessibility in so far as institutional capacity and resources allow
- Disability Access Audits
- Staff Training for a Diverse Workforce
- Human Resources & Reasonable Accommodation
- Consultation, Feedback and Planning
- Information, Publicity and Events
- Procurement of Goods, Products and Services
- University of Galway Campus, Buildings, Estates, Facilities & Health and Safety      □  
Teaching and Learning & Curriculum Development
- Student Services, Specialist Student Supports & Careers Education

Based on the priorities above, University of Galway is committed *and in so far as institutional capacity and the balancing of University resources allow*, on an ongoing basis, to:

- Enhancing and embedding Universal Design and accessibility as an active manifestation of our core values of Respect, Openness, Sustainability and Excellence. We aim to deliver universally designed services for all our staff, undergraduate & postgraduate students and members of the public who access and use our services.
- Benchmarking existing levels of accessibility of our services, campus buildings, facilities and environs and demonstrating compliance with Section 25/26 of the Disability Act 2005 and Action 25 of the National Disability Inclusion Strategy 2017 – 2021.
- Rolling out accessibility, Universal Design and inclusivity training including providing Disability, Equality Awareness Training for all staff. Examples of training include the provision of technical accessibility and Universal Design Training to relevant personnel within the university (e.g. Estates Office, Human Resources, Student Services, Academic staff).
- Providing an accessible and welcoming working environment for all of our staff members. The University seeks to create a workplace which provides the necessary support for our diverse range of employees to reach their full potential.
- Maintaining a diverse, highly skilled, knowledgeable, flexible and motivated staff, to deliver high quality accessible services for all staff, undergraduate & postgraduate students and professionals.
- Developing good practice on making reasonable accommodation for people with disabilities.
- Involving people with disabilities (e.g. staff, undergraduate & postgraduate students and professionals) to identify their universal design and accessibility needs in the planning, design, delivery and evaluation of services by the University. University of Galway is also committed to assessing the results of these consultations and making access improvements to support staff, undergraduate and postgraduate students and visitors.
- Endeavour that information provided by the University (e.g. website, admissions, policies, annual reports, teaching and learning materials) is universally designed and accessible to people regardless of the age size or ability.
- Ensuring the admissions process, conferences, meetings and events undertaken at the University are fully inclusive and strive to be accessible for all.
- Endeavour that the procurement of goods, products and services seek to address Universal Design and accessibility, and are in compliance with section 27 of the Disability Act 2005, relevant EU Law and the EU Web Directive 2016.
- Endeavour that the campus, buildings, estates and facilities are fully accessible
- Ensuring all new health and safety policies, procedures and practices address the needs of people with disabilities.
- Ensuring the design of new education programmes and the review and/or revalidation of existing programmes include assessment of the extent to which the programme is inclusive for all including students with disabilities.
- Ensuring that both the design and implementation of learning and teaching strategies and related activities, as well as the learning environment, recognise the entitlement of students with disabilities to participate in all activities provided as part of their programme of study.
- Endeavour that students with disabilities have access to the full range of student services that are provided by the University; ensuring that there are sufficient designated members of staff with appropriate skills and experience to provide specialist advice and support to applicants and students with disabilities and to the staff who work with them and ensuring students with disabilities have access to careers education, information and guidance that supports their progression to employment or further study.

#### **4.0 Responsibility and implementation**

Vice-President for Equality, Diversity and Inclusion

#### **5.0 Further information**

For further information on Universal Design, accessibility and reasonable accommodation for people with disabilities please contact:

Vice-President for Equality, Diversity and Inclusion at University of Galway

Address: A114, Quadrangle

Phone: 091-492639

Email: [OVPEDI@universityofgalway.ie](mailto:OVPEDI@universityofgalway.ie)

Website: <https://www.nuigalway.ie/equalityanddiversity/>

#### **6.0 Alternative formats**

Please note that this document is available on request in alternative formats including:

- Audio books (MP3),
- E-books (EPUB) digital Braille,
- Large Print,
- Electronic Format (Word/PDF).
- ISL

It can also be downloaded from the University of Galway website -

<https://www.nuigalway.ie/equalityanddiversity/policies-procedures/>

To request an alternative format or to ask for more information on accessibility issues, please contact:

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