

Document Title	Policy for Equitable Access to University Activities
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1. Purpose

The University Kasdi Merbah Ouargla (UKMO) is committed to fostering a vibrant, inclusive, and diverse community. This policy ensures that all **students, staff, and faculty** have **equitable access** to and opportunity to participate in all university-sponsored **extracurricular, cultural, social, and athletic activities**, programs, and services.

No individual shall be excluded, denied benefits, or subjected to discrimination in these activities based on their:

- **Ethnicity or Race**
 - **Religion or Beliefs**
 - **Disability** (Physical, sensory, intellectual, or psychosocial)
 - **Immigration Status** (Including international and refugee students)
 - **Gender or Gender Identity**
 - **Age**
 - **Socio-economic Status**
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2. Policy Statement

UKMO prohibits all forms of discrimination and harassment in its sponsored activities and will take proactive steps to remove systemic and physical barriers to access and participation for all members of the university community. **Inclusion** is an essential value of the university experience.

3. Responsibilities

3.1. University Administration (Rectorate and Vice-Rectorates)

The Administration is responsible for the **oversight and enforcement** of this policy, including allocating necessary resources to ensure accessibility and providing mechanisms for confidential complaint resolution.

3.2. Activity Organizers (Faculties, Departments, Student Clubs)

Activity Organizers must **design and execute activities** in a way that is accessible and welcoming to all protected groups, ensuring:

- Physical venues are accessible.
- Scheduling accommodates diverse needs.
- A safe, respectful environment free from harassment is maintained.

3.3. Student Services Department (Office des Œuvres Universitaires - OOU)

The OOU must ensure that access to services that facilitate participation (e.g., transport, accommodation, catering, health services) is provided in an **equitable manner**, with due consideration for students with special needs or circumstances.

4. Implementation Guidelines

4.1. Accessibility for Persons with Disabilities

- **Physical Access:** All event venues must have appropriate physical access features (e.g., ramps, lifts, accessible restrooms). Where primary venues are temporarily inaccessible, reasonable alternatives or accommodations must be provided promptly.
- **Communication:** Reasonable accommodations must be made for effective communication upon advance request (e.g., sign language interpretation, alternative format materials).
- **Activity Modification:** Activities will be designed, where possible, to allow for flexible participation or reasonable modifications to accommodate different abilities.

4.2. Respecting Religious and Cultural Needs

- **Scheduling:** Major university events and activities will avoid scheduling conflicts with known major national or international religious holidays.
- **Accommodation:** Organizers must be flexible in accommodating prayer times and reasonable dietary and dress code requirements for activities (e.g., providing an adequate prayer space, offering appropriately labeled catering options).

4.3. Inclusion of International and Refugee Students

- **Information Outreach:** Key information about activities will be communicated clearly through multiple channels and, when necessary, using simple, clear language to ensure comprehension by the international community.
- **Integration:** Specific outreach and orientation programs will be conducted to actively encourage the participation of international and refugee students in campus life and social activities.

4.4. Gender Equity

- **Equal Opportunities:** Women and men must be given equal opportunities to join, lead, and participate in all clubs, cultural associations, and athletic activities. Gender-specific events, where they exist, must be justified by specific cultural or sport requirements and must not restrict overall participation.
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5. Reporting and Enforcement

5.1. Reporting Violations

Any member of the university community (student, staff, or faculty) who experiences or witnesses a violation of this policy may file a confidential complaint with:

- **The Office of the Vice-Rectorate for External Relations, Cooperation, and Communication**
- **The Student Affairs Department**

5.2. Investigation and Disciplinary Action

All complaints will be investigated promptly, thoroughly, fairly, and with strict confidentiality. Violations of this policy may result in disciplinary action in accordance with the university's internal regulations, which may include sanctions up to and including suspension, expulsion for students, or termination for staff/faculty. The University is committed to protecting complainants from retaliation.

