NORTH-WEST UNIVERSITY
YUNIBESITI YA BOKONE-BOPHIRIMA
NOORDWES-UNIVERSITEIT
INSTITUTIONAL OFFICE

Policy on Employees with Disabilities

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Policy on Employees with Disabilities

1 Preamble

As a pre-eminent University in Africa, driven by its pursuit of knowledge and innovation, with a unique Institutional culture based upon the values the University espouses, the North-West University has adopted this Policy on Employees with Disabilities on 23 November 2007.

2 Objectives

To ensure that the University creates enabling environment to all its employees to perform their duties and participate in any other University activities regardless of any physical disability through:

2.1 Providing management with a clearly outlined normative framework within which to understand and manage the integration and advancement of people with disabilities.

2.2 Ensuring that NWU acknowledges that, in dealing with people with disabilities, one is dealing with very personal and sensitive issues. While the NWU does not wish to encroach, it seeks to deepen its understanding of disabilities and plan appropriately.

2.3 Establishing the fundamental principle that people with disabilities will be fairly treated and reasonably accommodated.

3 Scope of application

All permanent and fixed term staff of the North-West University. For temporary staff the principles of

this policy will be applied as appropriate with regard to the nature and term of the appointment.

4 Policy statement

It is the Policy of NWU to ensure that no employee is discriminated against on the basis of his/her disability and to always endeavour to provide enabling environment to all its employees with disabilities within the framework of the applicable legislation through the following:

4.1 People with disabilities will not be discriminated against in job selection, dismissed, remove from normal duty or isolated solely on grounds of disability.

4.2 The NWU will endeavour to ensure that any prejudice against, victimisation of a person with a disability or unfair discrimination on grounds of disability will be managed through the appropriate procedure. This encompasses, but is not limited to:

4.2.1 Recruitment procedures, including advertising and selection criteria;

4.2.2 Appointments and the appointment process;

4.2.3 Job classification and/or grading;

4.2.4 Remuneration, employment benefits and terms of conditions of employment;

4.2.5 Job assignment;

4.2.6 Working environment and facilities;

4.2.7 Training and development;

4.2.8 Performance evaluation systems, promotion, transfer and demotion; and

5 Implementation

5.1 Council (through the Human Resources committee) is responsible for the existence and monitoring of implementation of a Disability Policy

5.2 Institutional Management is responsible for the implementation of this policy in terms of the necessary processes, systems and procedures.

5.3 Line managers are responsible for adhering to the policy, as well as the process and procedures.

5.4 The Human Resources Department is responsible for the administration process, and the provision of management information.

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