1.0 Introduction
NUI 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

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
- NUI 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, NUI 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.

- 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. NUI 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 NUI Galway
Address: A114, Quadrangle
Phone: 091-492639
Email: VPEqualityandDiversity@nuigalway.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 NUI 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:

Vice-President for Equality, Diversity and Inclusion at NUI Galway
Address: A114, Quadrangle
Phone: 091-492639
Email: VPEqualityandDiversity@nuigalway.ie
Website: https://www.nuigalway.ie/equalityanddiversity/