

# **KUMASI TECHNICAL UNIVERSITY**



## **DISABILITY POLICY**

**October, 2020**



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## **1.0 Introduction**

In view of the importance of all inclusive institution where the abilities and rights of persons with disability are to be respected, the Institution has put in place this Disability Policy to protect the interest and rights of persons with disability. This is in conformity to persons with disability ACT 2006 (715).

## **2.0 Who is a Person with Disability?**

A person having a physical or mental impairment which has a substantial, long-term and adverse effect on their ability to carry out normal day-to-day activities.

## **3.0 Inclusive Design of Facilities**

The buildings of the institution shall be fully accessible to all, irrespective of disability. Any design of facilities shall ensure step-free movement throughout buildings as well as the external areas and other facilities with lifts providing access to the upper floors. (See Appendix A).

Detailed way finding, signage, audio aids and colour contrasting of materials shall be provided in all building facilities. Elaborate emergency lighting system shall therefore be installed at all vantage points to illuminate escape routes during fire escape, etc. The internal changes in level which may exist due to topography of the site, shall be designed at the appropriate gradient and in line with the Persons with Disability Act 2006 (715). Arrangement for means of escape shall rely as little as possible on assistance for the disabled staff, students and visitors. Where independent means of escape is impossible, refuge and emergency communication arrangement shall be included in the design of the project.

## **4.0 Library**

As much as possible the library shall make it a policy to provide facilities and equipment such as Braille machine, magnifiers, sound recordings and others to cater for information needs of staff and students with disabilities.

The Institution's library shall as far as practicable be fitted with facilities that will enable persons with disability to use the library. See Appendix A.

## **5.0 Lecture Halls, Laboratories and Workshops**

The Institution's lecture halls, laboratories and workshops shall as far as practicable be fitted with facilities that will enable persons with disability use the lecture halls, laboratories and workshops. (See Appendix A).

## **6.0 Admissions**

Admissions into the University shall be non-discriminatory irrespective of a person's disability.

## **7.0 Relationships**

- i. No student shall discriminate against a fellow student on grounds of disability.
- ii. No staff shall discriminate against a fellow staff on grounds of disability.
- iii. No staff shall discriminate against a student on grounds of disability.

- iv. A staff/student shall not call a staff/student with disability derogatory names because of the disability of that staff/student.

## **8.0 Participation in Sporting Activities**

The Institution in organizing sporting activities shall as far as practicable ensure that facilities are made available for the participation in the activity by persons with disability. (See Appendix A).

## Appendix A Standard requirements for Persons with disabilities (PWDs)

<b>Facility</b>	<b>Description</b>	<b>Design Consideration</b>
<b>Pathway</b>	A barrier-free path for the safety and independence of disabled people, especially the sightless.	<ul style="list-style-type: none"> <li>• Pathways must be free from any possible obstructions, street furniture, traffic signs, directional signs, street plans, poles, plants, trees, shop canopies and advertising signs, etc. minimum width of a clear unobstructed path should be 0.90 m.</li> <li>• Overhanging signs in accessible pathways should be mounted at a minimum clear height of 2.00m to allow a sightless person to pass safely</li> </ul>
<b>Signage</b>	Legible directional signs and street names to facilitate mobility	<ul style="list-style-type: none"> <li>• All types of signs should be visible, clear, simple, easy to read and understand, and properly lit at night.</li> <li>• In general, signs should not be placed behind glass because of possible reflection.</li> <li>• Maps and information panels at building entrances, along roads, and on public buildings should be placed at a height between 0.90 m and 1.80 m to be accessed by people in wheelchairs.</li> </ul>



<b>Facility</b>	<b>Description</b>	<b>Design Consideration</b>
<b>Ramp</b>	A walking surface to provide free passage.	<p>A ramp must have handrails and curbs as well as landings at top and bottom and at changes of direction and at intervals along its length. It must have a minimum width of 0.90m. Landing must have a minimum length of 1.20m.</p> <p>Protective handrail of at least 0.40m high must be placed along the full length of ramps. Surface of ramp should be hard and non-slip.</p>
<b>Stairs</b>	Provision of safe and well-dimensioned staircases for the comfort of all people.	<p>All risers should be uniform. The minimum width should be 0.90m and 1.50m for one-way and two-way traffic respectively. For indoor stairs, the maximum riser should be 0.18m and the minimum tread should be 0.28m. For outdoor stairs, the maximum riser should be 0.15m and the minimum tread should be 0.30m. A stair must have handrails installed on both sides. The landing length should be at least 1.20m. Nosing should flash or be rounded</p>

<b>Facility</b>	<b>Description</b>	<b>Design Consideration</b>
<b>Wash rooms</b>	A place of convenience where persons with disability can easily access	<ul style="list-style-type: none"> <li>• Washrooms must provide sufficient accessible space, with all fixtures and fittings within easy reach</li> <li>• Turning circles of 1.50m diameter are recommended inside the washrooms to allow for full-turn maneuvering of a wheelchair user. The ease of transferring from a wheelchair to a toilet seat or bidet depends on whether the user uses the parallel, diagonal, perpendicular or frontal approach. Each floor of each facility should have a unisex washroom accessible to persons with disability.</li> <li>• Washrooms must not have doorsteps. The gradient of the floor should be as low as possible. Washroom floors should be well drained and provided with adequate waterproofing.</li> <li>• Toilet seats, bidets, shower seats and bath-tub seats are required to be mounted at the same height as the wheelchair seat.</li> <li>• Grab bars must be mounted either on the wall or floor.</li> </ul>

<b>Facility</b>	<b>Description</b>	<b>Design Consideration</b>
<b>Entrance</b>	Provision of an easily accessible disability friendly entrance for all buildings and other facilities.	Entrances must be accessible and easy to find. At least, one entrance per facility should be accessible to wheelchair users. Each entrance should be connected by accessible pathways to accessible indoor or outdoor parking area or stops. In multi-storey buildings, the entrance shall permit access to elevator, stair or lift.
<b>Door</b>	Provision of accessible doors for easy passage for all persons.	<p>A door is meant to facilitate the passage of a user. Accessible doors should be so designed as to permit operation by one person in a single motion with little effort. Power-operated doors with an activated plate within reach are more suitable for PWDs.</p> <p>An accessible door should have a door handle, an extra pull handle and a kick plate. Door handle and lock must be located at height between 0.90m and 1m. Kick plate must be between height 0.30m and 0.40m from floor. Minimum door opening is 0.90m and 0.80m for exterior and interior doors respectively. For double leaf, at least one leaf should have a minimum clear width of 0.80m.</p>

<b>Facility</b>	<b>Description</b>	<b>Design Consideration</b>
<p><b>Lecture Halls, Laboratory, Workshops, Assembly Halls And Clubs</b></p>	<p>Lecture halls, Conference rooms, Laboratory and Workshops, Defence rooms, Coaching rooms and meeting rooms                      Fall movie-theaters, lecture halls, spectator seating in sports centres and other assembly halls must have facilities to support the invalid</p>	<ul style="list-style-type: none"> <li>• Spaces must be designated for wheelchair users in seating areas. Every seating area must have 1 out of 100 space for wheelchair users.</li> <li>• Some seats with removable or flip-up armrests should be provided at row ends to accommodate persons with limited ambulatory mobility.</li> <li>• Rooms designated for wheelchair users should, where possible, be placed on the ground level so as to have direct means of escape in case of fire.</li> <li>• All teaching, administrative and common rooms should be accessible to a wheelchair.</li> </ul>

<b>Facility</b>	<b>Description</b>	<b>Design Consideration</b>
<b>Parking</b>	Provision of places for stopping and disengaging a vehicle and leaving it unoccupied temporarily.	<ul style="list-style-type: none"> <li>• Accessible parking facilities should be provided as close as possible to the point of destination.</li> <li>• For parking facilities of a maximum number of 400 spaces, accessible parking spaces should at least be provided in the ratio of 1:50</li> <li>• The minimum width of an accessible parking space is 3.60 m. Recommended width is 3.90 m.</li> <li>• The surface of the parking facility should be uniform and smooth.</li> <li>• Accessible parking areas should be marked by the international symbol of accessibility.</li> </ul>
<b>Corridor And Verandah</b>	Provision of corridors and verandahs to facilitate the passage and maneuvering of all users.	<p>Wide corridors and verandahs are useful for wheelchair users, service equipment and high traffic areas.</p> <p>The unobstructed width of a low traffic corridor should not be less than 0.90m. Floor surfaces should be non-slip and even.</p>