



Reasonable Accommodation Policy: Students with a Disability AY2022-23

RCSI DEVELOPING HEALTHCARE LEADERS WHO MAKE A DIFFERENCE WORLDWIDE

Policy / Regulation History

Document Title	Reasonable Accommodation Policy					
Document No.	N/A					
Review	Status	Author(s)	Reviewed By	Approved By	Issue Date	Origin
1	Final	P. Oldfield/ W. Maddison	Insert Name / Committee	EXCO	2010	Student Welfare Office
2	Reviewed with changes	Ms Donna Rice	Dr Wendy Maddison	EXCO	2014	Student Development & Wellbeing Department
3	Reviewed with changes	Ms Donna Rice	Dr Wendy Maddison	EXCO	July 2016	Student Development & Wellbeing Department
4	Reviewed with no changes	Ms Donna Rice	Dr Wendy Maddison	EXCO	May 2020	Student Development & Wellbeing Department
5	Reviewed with no changes	Ms Donna Rice	Dr Wendy Maddison	EXCO	September 2021	Student Development & Wellbeing Department
6	Reviewed with minor changes	Ms Donna Rice	Dr Wendy Maddison	EXCO	September 2022	Student Development & Wellbeing Department

TABLE OF CONTENTS

1	PURPOSE.....	4
2	POLICY STATEMENT	4
3	APPLICATION (SCOPE)	4
4	DEFINITIONS.....	4
5	LEGAL FRAMEWORK	5
6	LIMITATION OF POLICY	5
7	RIGHT OF RECOURSE	5
8	MONITORING AND REPORTING.....	5
9	RESPONSIBILITY.....	5
10	RELATED DOCUMENTS.....	6

1 PURPOSE

RCSI Bahrain is committed to building an inclusive learning environment. RCSI Bahrain is committed to the provision of Reasonable Accommodation (RA) as a response to meet individual student needs and as far as reasonably possible to enable full access and participation for all students with a disability.

This policy document establishes guidelines and procedures for the implementation of Reasonable Accommodation for students of RCSI Bahrain.

2 POLICY STATEMENT

The objectives of this policy are to:

- Recognise the importance of Reasonable Accommodation as a RCSI Bahrain response to ensure full and equitable access and opportunity for all students in their programme of study and during examinations.
- Accommodate individual student requirements where reasonably possible so that a student is not disadvantaged in their academic progress due to a disability. Such requirements will be managed confidentially through the Student Development and Wellbeing Department, Student Health & Wellbeing Unit.

3 APPLICATION (SCOPE)

This policy applies to all students applying to join or currently enrolled at RCSI Bahrain. The Policy covers all aspects of student life at RCSI Bahrain, e.g. admissions, learning, facilities, examinations and the built environment on campus. Reasonable Accommodation may be permanent or temporary and cover examinations, or not.

4 DEFINITIONS

Reasonable Accommodation is taken throughout this policy to mean the following for students who apply to join RCSI or who are currently studying with RCSI:

The term '**Disability**' means:

The total or partial absence of a person's bodily or mental functions, including the absence of a part of a person's body

The presence in the body of organisms causing, or likely to cause, chronic disease or illness

The malfunction, malformation or disfigurement of a part of a person's body

A condition or malfunction which results in the person learning differently from a person without the condition or malfunction,

Or

A condition, disease or illness which affects a person's thought processes, perception of reality, emotions or judgement, or which results in disturbed behaviour.

Disabilities can be permanent or temporary.

Examples of disabilities include sensory impairment such as those affecting sight or hearing, developmental conditions such as dyslexia, speech impediments, physical impairment affecting dexterity, mobility and control of movement, illnesses with impairments with fluctuating or recurring effects such as myalgic encephalitis [ME], chronic fatigue syndrome [CFS], fibromyalgia, sickle cell anaemia, epilepsy, and diabetes, and mental health conditions.

This list is not exhaustive and students should discuss their individual cases on a confidential basis with the Head of Student Development & Wellbeing, the Occupational Health Officer or the Student Welfare Officer to ascertain the level of RA support that can be provided to them under this Policy. In all cases, it is the student's responsibility to ensure that they are fit to meet the academic marks and standards of their programme of study.

5 LEGAL FRAMEWORK

In the absence of adequate Bahraini legislation on provisions for students with disabilities in higher education in the Kingdom Bahrain, the definition of Reasonable Accommodation, as followed by RCSI Dublin, are used as the framework for this Policy.

6 LIMITATION OF POLICY

Notwithstanding the fact that RCSI Bahrain is committed to the adoption of RA to support student academic progress, there may be times when it is not possible to accommodate students according to their specific needs. This will depend on individual cases and requirements. However, every effort will be made by RCSI Bahrain to explore all avenues available in order to provide a satisfactory response to a student request for RA.

7 RIGHT OF RECOURSE

If any student believes their request for RA has not been considered fairly in a timely, confidential and appropriate manner, the student has a right to appeal.

8 MONITORING AND REPORTING

In order to monitor effective implementation of this policy, the Head of Student Development & Wellbeing will be responsible for monitoring the university's response to requests for RA from a potential or existing student. The Occupational Health Officer will ensure that records are kept of all requests for Reasonable Accommodation and the subsequent response and outcome of such requests.

9 RESPONSIBILITY

The Head of Student Development & Wellbeing has overall responsibility for the interpretation and implementation of this policy in relation to applicants and registered students.

The Occupational Health Officer in the Student Health and Wellbeing Unit has the operational responsibility for interpretation and implementation of this policy in relation to applicants and

registered students. The Occupational Health Officer is responsible for liaising with appropriate departments/staff concerned to ensure provision of RA to students in a timely and confidential manner.

It is important to note that each person applying to study with RCSI Bahrain or currently studying with RCSI Bahrain has primary responsibility to make a request for RA in good time and to provide full supporting documentation with his/her RA application.

Students have a responsibility to disclose any disabilities, impediments or disorders upon admission to the university. Such disclosures will be treated confidentially and do not necessarily imply the need for Reasonable Accommodation.

It is the responsibility of the student to contact the Student Health and Wellbeing Unit to make a request for RA in a timely manner and to complete any documentation required for consideration of their case for RA.

It is the responsibility of the student to access the Reasonable Accommodation provided. Should a student change his/her mind about accepting the RA provided, the Occupational Health Officer should be informed immediately in writing.

It is the responsibility of the student to ensure that he/she can meet the academic marks and standards of the programme of study. Should a disability temporarily prevent a student from progressing academically and meeting academic marks and standards for his/her programme and year of study, the student should seek advice as soon as possible.

Students are also advised to consult RCSI Bahrain's Leave of Absence policy, Provision of Counselling Services policy and Exceptional Circumstances policy, which outline additional support services available.

10 RELATED DOCUMENTS

- Irish Equal Status Acts
- Application for Reasonable Accommodation
- Reasonable Accommodation Specialist Report Form
- Consent form for the release of personal information to third parties
- Leave of Absence policy
- Appeals Policy
- Provision of Counselling Services policy
- Exceptional Circumstances policy