



Reasonable Accommodation Policy: Students with a Disability AY2025-26

RCSI DEVELOPING HEALTHCARE LEADERS WHO MAKE A DIFFERENCE WORLDWIDE

Policy / Regulation History

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TABLE OF CONTENTS

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

1 PURPOSE

RCSI is committed to ensuring that students with disabilities have as complete and equitable access to all facets of RCSI life as can reasonably be provided. Students with disabilities are encouraged to register with the Student Health and Wellbeing office to seek supports where the disability could affect their ability to participate fully in all aspects of the course. Reasonable Accommodations will only be put in place after a student has registered with the Student Health and Wellbeing office.

RCSI Medical University of Bahrain is committed to building an inclusive learning environment for all students. 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 at RCSI Medical University of Bahrain.

2 POLICY STATEMENT

The objectives of this policy are to:

- Recognise the importance of Reasonable Accommodation as a response at RCSI Bahrain 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. The student, academic staff, Schools, Departments, and the Student Health and Wellbeing Unit are key partners in the development and provision of Reasonable Accommodations, which enable the student's participation in all teaching, learning, and assessment.

4 DEFINITIONS

4.1 The legal definition of '**Disability**' is taken for the purpose of this policy from the Irish Equal Status Acts (2000) as amended, as follows:

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 in nature.

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 staff in the Student Health and Wellbeing unit to ascertain the level of Reasonable Accommodation (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.

4.2 Reasonable Accommodation : A Reasonable Accommodation is any action that helps to alleviate a substantial disadvantage due to a disability and/or a significant ongoing illness.

Factors influencing the determination of what is reasonable will include:

- The effectiveness of steps to enable the student to overcome the relevant disadvantage
- Whether the steps would significantly compromise the academic standards or professional practices associated with the course of study
- Health and safety issues
- The effect on other students
- Financial and other costs to the institution

For the purpose of this policy, Reasonable Accommodations are defined as standard or non-standard Reasonable Accommodations. Reasonable Accommodations may be temporary or permanent. A permanent Reasonable Accommodation will be reviewed on a yearly basis by the Student Health and Wellbeing team.

A **standard Reasonable Accommodation** is defined as an amendment to the student's teaching, learning and assessment which enables them to participate fully in their education.

A **non-standard Reasonable Accommodation** occurs when the University recognises that additional Reasonable Accommodation may be considered where standard reasonable accommodations are not sufficient to meet the needs of the student.

Reasonable Accommodations are determined on a case-by-case basis through a Needs Assessment, carried out by the Student Health and Wellbeing office, and supported by medical documentation and reports. Agreed Reasonable Accommodations for examinations will be communicated to the Academic Operations office.

In the event that an agreement on effective and reasonable forms of accommodation are not reached, the matter will be referred to the Head of School / Programme Director as

appropriate, who will decide what, if any, accommodations should be made for the student in question. Their decision will be binding on all parties.

Appropriate confidentiality will be maintained of records and communication concerning students with disabilities, except where the disclosure is authorized by the student.

For enquiries about Reasonable Accommodation : email ra@rcsi-mub.com

To discuss health and wellbeing concerns : email student-health@rcsi-mub.com

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 and provision of Reasonable Accommodation, as followed by RCSI Dublin, is 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's request for RA according to the needs assessment.

7 RIGHT OF RECOURSE

If any student believes their request for Reasonable Accommodation has not been considered fairly in a timely, confidential and appropriate manner, or there are issues related to the agreed implementation thereof, a complaint can be submitted through University's Student Complaints procedure. If examination performance has been negatively impacted through the failure of the University to provide Reasonable Accommodation as agreed, the student has a right to submit an Exceptional Circumstance, or appeal.

8 MONITORING AND REPORTING

The Student Health and Wellbeing Unit is responsible for monitoring the University's response to requests for RA. Records are kept of all requests for Reasonable Accommodation and the subsequent response and outcome of such requests. The Student Health and Wellbeing Unit will communicate requirements for the provision of RA to university departments in a timely and confidential manner as necessary, for example to Academic Operations for RA to be provided during examination or assessment periods.

9 RESPONSIBILITIES

9.1 The overall responsibility for reasonable accommodation services lies with the Student Development and Wellbeing Department – Student Health and Wellbeing Unit.

9.2 The provision of exam reasonable accommodations is with the Academic Operations team, as advised by the Student Health and Wellbeing Unit.

9.3 Service area accommodations (eg campus access, parking etc) lie with the Estates teams.

9.4 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.

Students must request RA in good time and provide full supporting documentation with their RA application for consideration, according to RA procedures. Student requests may not be accommodated if an application is not made in good time or supporting documentation is not provided (eg medical reports) for consideration of their case.

RA requirements and the provision of possible RA will be discussed and agreed with the student. The University will make every effort to provide what is **reasonable** to accommodate the student's requests, but students must note that in certain occasional cases, the University may not be able to provide the exact RA requested, for example if special equipment or supports are not available, or space, group or site changes are not possible. In this case, any alternative RA supports will be discussed and agreed.

It is the responsibility of the student to access the Reasonable Accommodation agreed and provided. Should a student change his/her mind about accepting the RA provided, the Student Health and Wellbeing team should be informed immediately in writing by the student.

It is the responsibility of the student to ensure that he/she can meet the academic marks and standards of their programme of study. Should a disability 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.

9 RELATED DOCUMENTS

- Irish Equal Status Acts
- RCSI Dublin RA policy 2023
- 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