



THE TECHNICAL UNIVERSITY OF KENYA

EDUCATION AND TRAINING FOR THE REAL WORLD



**Promoting the Participation of People
with Disabilities in University Activities**

Vision

To be a top rated University of technology

Mission

To provide technological education and training and to contribute towards the advancement of society through research and innovation

Motto

Education and training for the real world

Mandate

To train high and middle level personnel for both public and private sectors.

TU-K Values

Technical University of Kenya has adopted the following set of values and guiding principles towards the achievement of its mission and vision:

- **Creativity and Innovation**
- **Excellence**
- **Respect**
- **Integrity and Impartiality**
- **Customer Focus**
- **Social Responsibility**
- **Professionalism**
- **Team Spirit**
- **Guiding Principle**

The Technical University of Kenya (TU-K) warmly welcomes students and staff with disabilities and would like to state its commitment to the provision of equitable opportunities to all persons, and ensure that their life on campus is pleasurable and rewarding. Procedures to be followed in realization of these commitments are spelt out in our Disability Policy.

TU-K is committed to ensuring equality of opportunity for the diverse student and staff body and to review its policies and practices in light of developments in the Higher Education sector, the legislative framework, and the University strategy.

The TU-K disability policy provides a framework for creation of an environment that is free from attitudinal and physical barriers to persons with disabilities (PWDs) and seeks to ensure that persons with disabilities have equitable access to jobs, promotion and facilities at the University.



Former President Kibaki during the unveiling of the new Constitution

The Kenyan Constitution requires that;

- All people with disability shall be treated with dignity and respect and to be addressed and referred to in a manner that is not demeaning;
- That they will have access to educational institutions and facilities that are integrated into society to the extent compatible with the interests of the person;
- That they have reasonable access to all places, public transport and information;
- That they can use Sign language, Braille or other appropriate means of communication; and (facilitative) access materials and devices to overcome constraints arising from their disability.
- That the State shall ensure the progressive implementation of the principle that at least five percent of the members of the public in elective and appointive bodies are persons with disabilities.

What is PWD mainstreaming?

This is a strategy for making concerns and experiences of PWDs an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres so that PWDs have the same access to all as non-PWDs .

When does someone qualify to be categorized as a person with disability?

When a person has long-term physical, mental, intellectual or sensory impairments, which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others and recognized by an authorized entity;

Why is the understanding of disability matters crucial?

According to a report by the Kenya National Survey for Persons with Disabilities;

- Between 4.6%-10% of Kenyans are PWDs.
- At least 2 million people, Families, friends of PWDs are also touched by disability.
- 15% of PWDs are likely to be affected by environmental factors on a daily basis and 3% on a weekly basis.
- 65% of PWDs regard the environment as major problem in their daily lives.

The Legal Framework

The Disability Act of 2003 gives the following rights to the PWDs in the sections quoted:

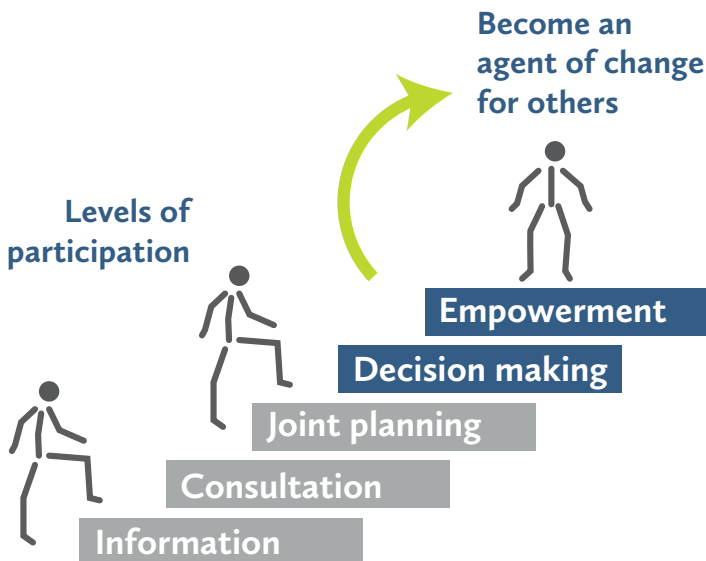
- Outlaws denial of access to employment for persons with disabilities (PWD).
- Outlaws discrimination against PWDs in employment.
- Provides for total exemption from tax on all income accruing from employment.
- The Council is mandated with the responsibility of reservation of 5% by employers in both public and private for PWDs.
- Outlaws discrimination by employer against PWDs through advertisement, recruitment and provision of facilities.
- Outlines instances where an employer will not be deemed discriminating against PWDs.
- Provides mechanisms for an aggrieved person to present his claim to the Industrial Court.
- Provides the retirement age to be 65 years for PWDs.
- Provides an employer who engages a PWD with a required skills or qualifications to be entitled to apply for 25% deduction from his taxable income.
- Provides an employer who has improved facilities for the benefit of PWDs to be given deduction equivalent to 50% of the direct costs of improvement.
- The Council is mandated with responsibility of establishing and maintaining records of PWDs for various skills and training for job placement.
- Outlaws denial of admission of PWDs into learning institution on the ground of disability.
- Mandates learning institutions to take into account the special needs of PWDs with respect to entry requirement, pass marks, curriculum, examinations and class schedules.
- Provides for PWDs a barrier-free and disability friendly environment to

- enable them to have access to buildings, roads and other social amenities.
- Provides all PWDs free of charge to use recreation or sport facilities owned or operated by the government.
- Provides all persons with disability at their request to be assisted by persons of their choice in voting.
- Mandates all television stations to provide sign language inset or subtitles in all newscasts and educational programmes covering events of national significance.
- Outlaws concealment of PWD by the parent or guardian such that the PWD will be denied opportunities and service under the Act.

What are the people with disability required to do in order to enjoy the rights enshrined in the constitution and the Disability Act?

- They need to be registered and be issued with an ID
- Individuals who qualify are registered at the County level by the Disability Services Officer (DSOs).
- The registration process is a continuous exercise both for children and adults.
- Requirements include a passport sized photo, duly filled individual registration form and a copy of a signed medical assessment report from a government gazetted hospitals.

Levels of participation





Mr Manyonge of NCPWD training members of the TU-K disability committee



TU-K disability committee (Inset) Prof Joseph Kiplang'at

What are the functions of the TU-K disability mainstreaming committee?

- Act as focal point on disability related issues in the institution/organization.
- Guarantee inclusion of PWDs in all operations.
- Ensure 5% of employment reserved for PWDs.
- Ensure reasonable accommodation to PWDs in relation to employee support service delivery
- Promote principal of universal design in the planning, implementation, monitoring and evaluation of the organizations core mandate or programs, projects and activities.
- Promote continuous awareness creation on disability issues to form positive attitudes towards persons with disabilities.
- Submit standardized quarterly disability mainstreaming progress reports, using NCPWD framework, to the NCPWD and implement the recommendations thereof.

Who are the members of the disability mainstreaming committee?

In the Academic year 2015/2016, the disability mainstreaming committee has the following members

Prof J Kiplangat	-	DVC Administration, Property and Infrastructure (API) & Chairman
Dr. A Kodhek	-	Director, Health and Wellness Services & Vice Chairman
Mrs. L. Oriko	-	Member
Dr. D. Orwenjo	-	Member
Ms. Lucy Kangara	-	Member
Mr. Arch. R. Kabbau	-	Member
Mrs. Jane Ndinyo	-	Member
Mr. Phillip Oduor	-	Member
Mr. A. Owino	-	Member (Student Rep.)
Ms. S. Cherop	-	Member (Student Rep.)
Mr. R. Borter	-	Secretary (Assistant Registrar, Office of the Vice-Chancellor

What activities can students and staff engage in to promote awareness of the NCPWD factions?

- Create a disability club
- Create a Disability and Diversity program that ensures inclusive education experience
- Develop a Disability Awareness Kit for lecturers as a guide and tool to support teachers to conduct disability awareness sessions in their classrooms. It is a simple guide to teaching students about disabilities and creating awareness and positive attitudes towards people with disability.



CONTACTS

P.O. Box 52428 - 00200 Nairobi- Kenya.

Located along Haile Selassie Avenue

+254(020) 2219929, 3341639, 3343672

www.tukenya.ac.ke

Email: info@tukenya.ac.ke

For any enquiries, please get in touch with the committee members.