

# Campus Access At Air University

## Description

Campus facilities for disabled, special needs and or maternity care (SI.7)

### 1. Ramps provided for handicapped People to easily access to Building

(Air University, Islamabad)



### 2. Portable Steel Ramps (Air University, Islamabad)



**3. Accessible toilet (Air University, Islamabad)**



**4. Access to Library for handicapped (Air University, Islamabad)**



### **Description**

**In order to fully facilitate and provide a flexible environment for working and gaining better education, Air University has created a policy for impaired students, assists women throughout their pregnancy, and established a daycare center.**

**Air University supports women's participation and has a policy of paid maternity leave for up to 3 months. Air University has a fully functional Daycare center with trained staff to facilitate female employees of AU.**

### **Air University SOP for Maternity Leave**

(d) **Maternity Leave**

(i) Female employees of Air University can avail three months paid maternity leave out of which one month will be considered as annual leave of the same year (if entitled). However, employee may opt not to avail annual leave with maternity leave and save it for later.

(ii) Those who (1) are on probation, or (2) are not entitled for annual leave, or (3) have already availed annual leave can avail 2 months paid maternity leave and may apply for one month extension without pay, subject to approval by the authorities.

(iii) Application for maternity leave may be forwarded to HR on prescribed form through proper channel at least one month prior to the leave along with doctor's note for further processing and approval.

(iv) An employee can avail maternity leave not more than 3 times during her service at AU.

(v) Special cases for any further extension beyond three months would need the approval of the VC and corroborating medical evidence.

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1. Disabled benches in different floors

2. Accessible ramps for disabled and wheelchaired students



3. Toilet Seats for Disabled Persons

**Description:**

The campus has made the disabled ramps, rest benches from outside of the administrative & faculty offices, and toilets. And installed elevators to provide comfort in moving to the disabled community on campus.

Policy for Students with Disabilities is attached as **1.19 Appendix A** & Video of lift is attached as **1.19a**

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|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
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| <b>1. Disabled Facilities (AU Kharian Campus)</b>                                 | <b>2. Disabled Facilities (AU Kharian Campus)</b>                                  |

**Description:**

*The Campus facilities for disabled, special needs and/or maternity care.*

1. Disabled parking for disabled people to park their car which located at the nearest space building
2. Accessible toilet for disabled people
3. Lactation room is private room for staff who are breastfeeding can pump breast milk in private

Additional evidence link (i.e., for videos, more images, or other files that are not included in this file):

| Building Name / Area             | Facility Type      | Description                                                                                         |
|----------------------------------|--------------------|-----------------------------------------------------------------------------------------------------|
| Main Academic Block (Building A) | Accessible Toilets | Dedicated restrooms equipped with grab bars, wide doors, and low-height sinks for wheelchair users. |
| Main Academic Block (Building A) | Ramp Access        | Gently sloped ramps installed at main entrances and between floors for easy wheelchair movement.    |

| Building Name / Area               | Facility Type                   | Description                                                                                       |
|------------------------------------|---------------------------------|---------------------------------------------------------------------------------------------------|
| Parking Area (Near Building A & V) | Disabled Parking                | Reserved parking spaces located close to entrances, marked with accessibility signage.            |
| Building V (Faculty & Staff Area)  | Lactation Room                  | A private and hygienic space provided for nursing mothers to express milk comfortably.            |
| Library and Admin Block            | Elevator & Ramps                | Accessibility ensured through ramps and elevator access for individuals with mobility challenges. |
| Health & Safety Unit               | First Aid and Maternity Support | On-campus medical room equipped for emergency response and maternity-related assistance.          |

The campus continues to expand its inclusive infrastructure, ensuring equal participation and accessibility in academic, administrative, and extracurricular activities. Awareness sessions and staff training are conducted periodically to promote sensitivity toward inclusivity and accessibility needs.

|                                                                                    |                                                                                     |
|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|  |  |
| 3. Ramps integrated with stairs                                                    | 4. Accessible toilet                                                                |



5. Ground-floor access to key facilities

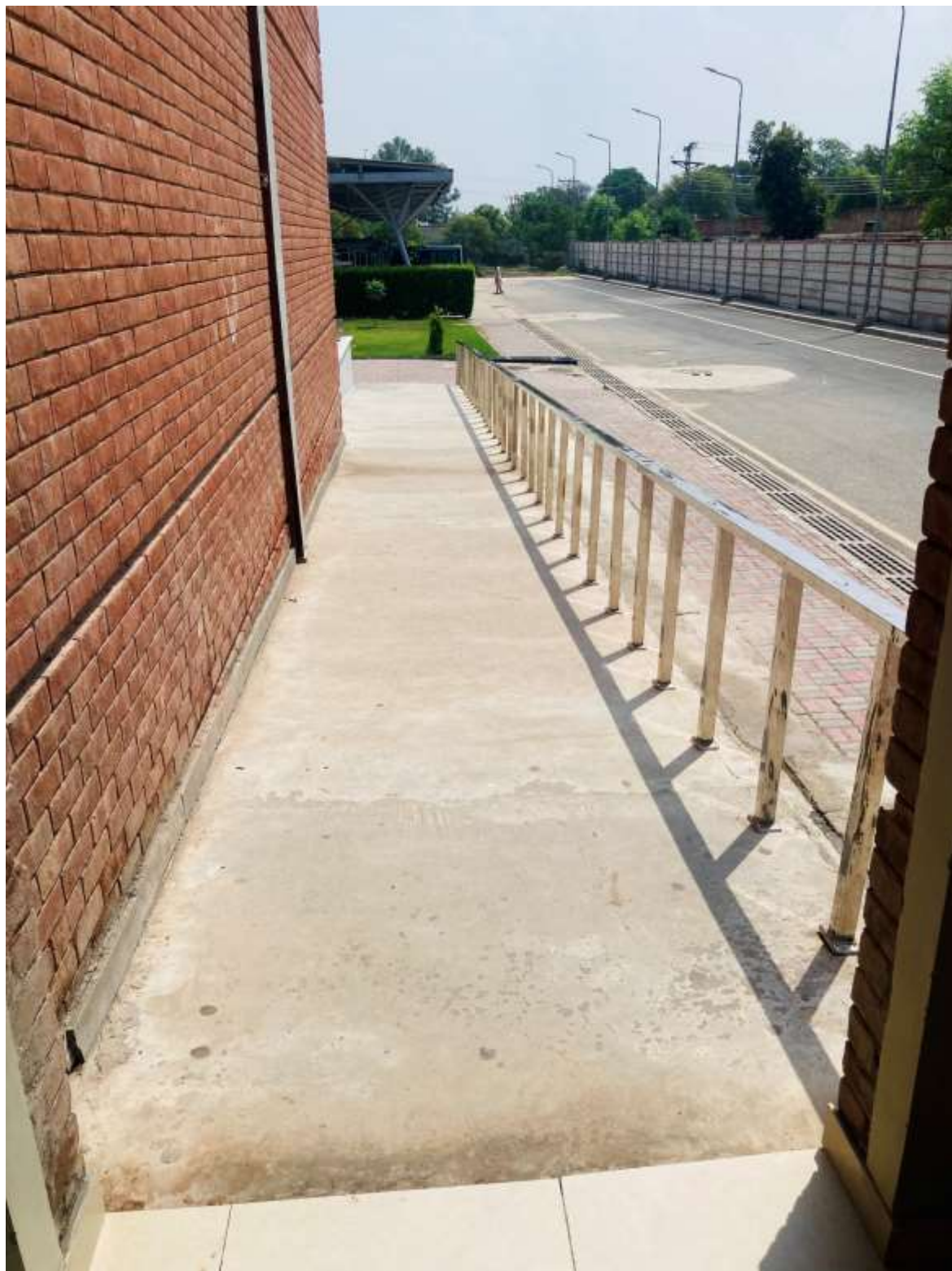
**Description:**

Air University Multan Campus is committed to inclusivity by providing accessible facilities for individuals with disabilities. The campus features ramps at key entry points, ensuring smooth access to classrooms and offices. All building floors are constructed at the same level, eliminating steps and making movement easier for those with mobility challenges. Additionally, essential services such as the library and administrative offices are located on the ground floor for convenient access. These thoughtful design elements reflect the university's dedication to creating an inclusive, barrier-free environment that supports equal opportunities for all students, including those with physical disabilities.

**Facilities for Persons with Disabilities & Special Needs**

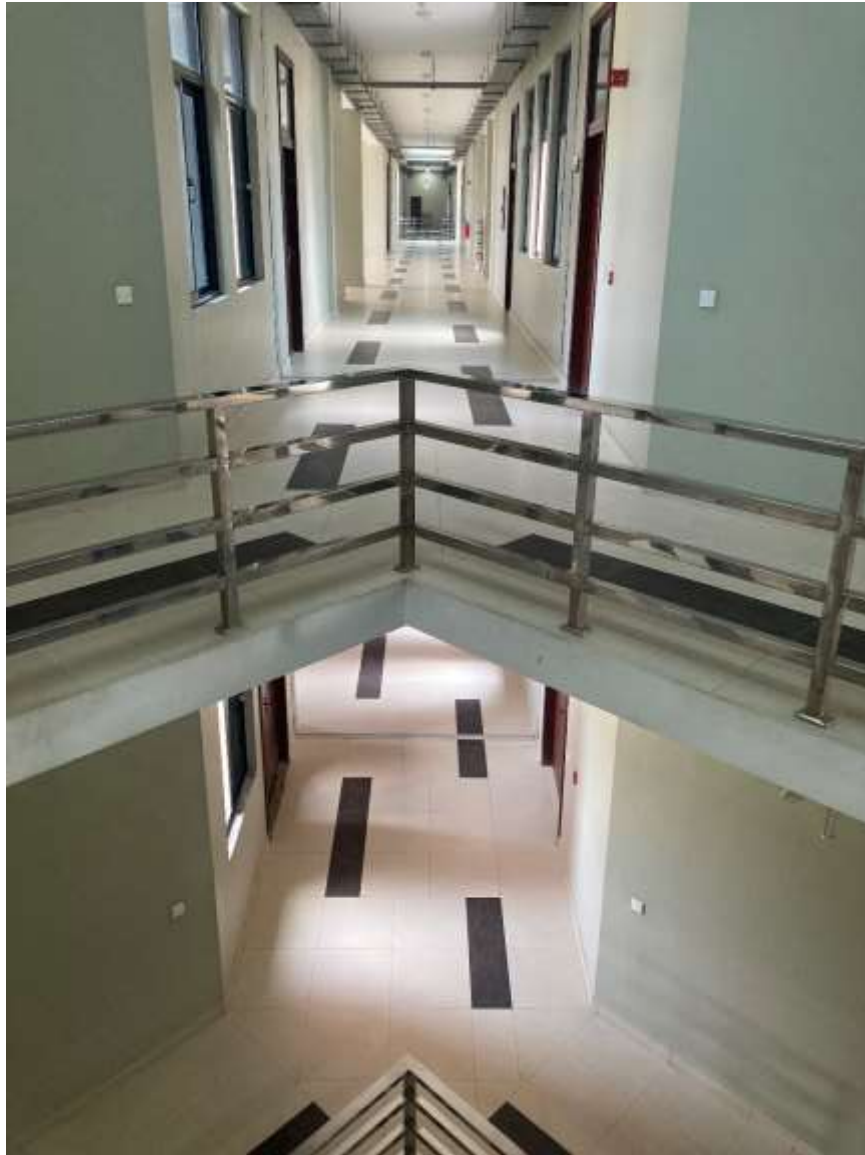
- Ramps installed at entrances for wheelchair access.
- Ground-floor access to key facilities like the library and administrative offices.
- Wide corridors and doorways for wheelchair and mobility aid access.
- Accessible washrooms
- CCTV-monitored security for safety of all students including those with special needs.
- Clear, visible signage for navigation and accessibility.











The college has installed **wheel chair ramps** to provide classroom access to students with injuries or disabilities.



### **1. Day Care Center**

The college staff benefits from the fully operational day care on PAF Nur Khan base, which provides ready access to trained childcare professionals. This valuable resource offers peace of mind and support for employees with young families



## 2. Fazaia School for People with Special Needs (PSN)

Fazaia School for PSN aims to empower children with intellectual and physical disabilities, hearing impairments serving students from ages 3 to 20, the school provides a nurturing and stimulating environment designed for holistic development. The school provides comprehensive support services include professional assessments, speech and physiotherapy, psychological counseling, and vocational training. Additionally, the school also offers a rich array of activities like music, sports, and physical education to help every child discover and hone their unique talents. The school is housed in a fully-equipped, centrally air-conditioned building, our school fosters a strong community partnership while maintaining open communication with families through regular meetings to track student progress and share innovative techniques.

## Education facilities



### Vocational facilities



### Hearing impairment





**Physiotherapy and exercise facilities**



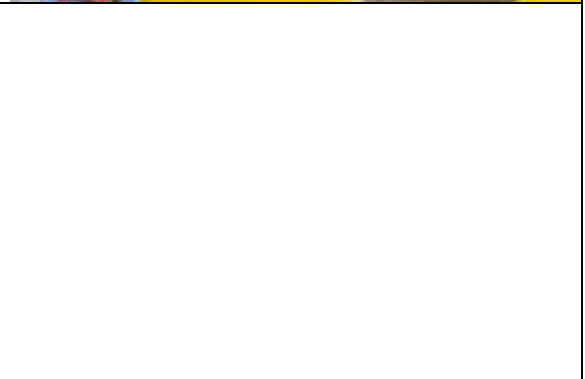
**Speech therapy**



### 3. PAF Montessori

Adjacent to the college building, The Montessori offers a foundational educational experience for children aged 3 to 6. Guided by the Montessori philosophy, the school is dedicated to the holistic development of each child to foster independent thinking, core academic skills, and a profound awareness of the environment, while also nurturing empathy, social confidence, and ease among peers. Beyond the classroom, students enrich their learning through a diverse range of co-curricular and extracurricular activities.

#### Educational activities



## Extra-curricular activities



## 4. Maternity facilities

The college doesn't have any special facilities for maternity care. However, female faculty members are provided 45-days leave with full pay post maternity.



**Description:**

**College has special facilities for the disable students.**

- English commode
- Track to travel in college [Ramp and path for Wheelchairs.mp4](#)
- Ramps for wheelchairs

**College has special facilities for Maternity care.**

- English commode
- Maternity Leave of 40 days



- **Description:**
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- The **staff room** and **Tea Bar** provide a dedicated and comfortable space for ladies lecturers to take a break and recharge. It is thoughtfully equipped with a water dispenser for hydration, a tea maker for a quick hot beverage, and a refrigerator to store lunches and drinks. This setup allows staff to enjoy their own meals in a relaxed environment, fostering a sense of community and providing a much-needed retreat from their busy schedules.



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