

Disability Support Office

At Air University

- The Student Affairs Department is headed by Director Student Affairs, who works through a Proctor, Assistant Proctor (female) and an Office Assistant. The department is responsible to ensure implementation of the general code of conduct i.e. dress code, discipline and behavioral standards etc.
- The idea of treating all students fairly and equally, regardless of their color, religion, or cultural background, has been established by the student affairs department. We have built a platform where we think we can fully facilitate our students' learning. Particularly for those who are disabled and unable to complete the assignment on their own, we have provided our special students with specialized attention and care so that they won't encounter any issues while completing the exercise. Regardless of whether a student is disabled or not, we deal with their grievances in a separate counselling center after conducting careful investigations.
- We hold break-out sessions with disabled students to determine their areas of strength and weakness, meet their needs, and enhance our department's performance while still upholding their standards. To maintain the high standard of the class, we have given our pupils access to specialised and cutting-edge technologies. The department is crucial in promoting awareness of issues relating to disabilities and fighting for the needs and rights of students with disabilities. The department promotes an environment of understanding and support among students, professors, and staff through holding workshops, seminars, and awareness campaigns. The department's primary goal is to get impaired students ready for fulfilling professions after they graduate. Services for career counselling and placement are designed to address the particular difficulties and opportunities presented by impaired students in the job market

Disability Support Office at Air University

Air University, through its **Student Affairs Department**, has established a **comprehensive Disability Support Framework** to ensure inclusivity, equity, and accessibility for all students, particularly those with disabilities. The department is led by the Director Student Affairs, supported by the Proctor, Assistant Proctor (Female), and administrative staff, who collectively ensure the implementation of institutional policies related to discipline, student wellbeing, and inclusive education.

1. Inclusive Governance and Equal Opportunity

The university strongly upholds the principle of **equity and non-discrimination**, ensuring that all students—regardless of physical ability, gender, religion, or cultural background—are treated fairly and provided with equal learning opportunities.

Air University promotes an **inclusive academic environment** where students with disabilities are not only accommodated but actively supported to excel. This aligns with:

- **SDG 4: Quality Education (inclusive and equitable education)**
- **SDG 10: Reduced Inequalities**

2. Specialized Academic Support for Students with Disabilities

Recognizing the diverse needs of students, the university provides **tailored academic facilitation**, including:

- Individualized academic support for assignments and coursework
- Flexible learning arrangements for students facing physical or cognitive challenges
- Personalized guidance to ensure equal participation in academic activities

Students who are unable to complete tasks independently are provided with **dedicated assistance and supervision**, ensuring they can meet academic requirements without barriers.

3. Counseling and Grievance Redressal Mechanism

Air University has established a **dedicated counseling center** that addresses:

- Academic and personal challenges
- Disability-related concerns

- Student grievances through structured investigation and resolution mechanisms

This system ensures that all students, especially those with disabilities, have access to **confidential, fair, and timely support**, contributing to their overall wellbeing and academic success.

◆ 4. Breakout Sessions and Individual Development Plans

To better understand and support students with disabilities, the department organizes:

- **Breakout sessions and one-on-one interactions**
- Identification of individual strengths and areas for improvement
- Development of **customized support strategies**

These initiatives help in creating a **student-centered learning approach**, ensuring that no student is left behind.

5. Assistive Technologies and Accessible Learning Environment

Air University integrates **modern and assistive technologies** to enhance accessibility, including:

- Digital learning tools and accessible content formats
- Supportive technologies for visually or physically impaired students
- Learning management systems that facilitate flexible and inclusive education

This reflects the university's commitment to **sustainable digital transformation** in education.

6. Awareness, Advocacy, and Capacity Building

The Student Affairs Department actively promotes a culture of inclusivity through:

- Workshops and seminars on disability awareness
- Campaigns to promote empathy, respect, and understanding
- Engagement of faculty and staff in inclusive teaching practices

These efforts help build a **supportive campus ecosystem**, where diversity is respected and inclusion is practiced.

7. Career Counseling and Employability Support

Air University prepares students with disabilities for **successful professional careers** by offering:

- Tailored career counseling services
- Guidance on navigating challenges in the job market
- Placement support aligned with students' abilities and strengths

This contributes to:

- **SDG 8: Decent Work and Economic Growth**
- Long-term empowerment and independence of students

8. Sustainability Integration and Institutional Impact

The Disability Support Office is a key component of Air University's broader **sustainability and social responsibility framework**. It contributes to:

- **Social Sustainability** through inclusive education and equal opportunities
- **Institutional Sustainability** by fostering diversity and human capital development
- **Community Impact** by producing skilled graduates who contribute to an inclusive society



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