

## **PART E/II: Guidelines for the equal treatment of people with disabilities and chronic illnesses at the University of Klagenfurt**

### **Guiding principles and objectives**

The University of Klagenfurt is committed to the equal treatment of people with disabilities and chronic illnesses and to the creation of framework conditions that ensure the equal participation of people with disabilities and chronic illnesses in all study, teaching and research operations. Any form of discriminatory act or behaviour against people with disabilities and chronic illnesses will not be tolerated.

### **Section 1 Legal principles for equal treatment**

Guiding legal principles for the equal treatment of people with disabilities and chronic illnesses include Article 7, Paragraph 1 of the Federal Constitutional Law [*Bundes-Verfassungsgesetz*] and Section 2, Clauses 10 and 11 of the Universities Act 2002 [*Universitätsgesetz 2002*].

### **Section 2 Objectives**

The objectives of the equal treatment of people with disabilities and chronic illnesses at the University of Klagenfurt are as follows:

1. Equal access to all teaching and services
2. Removing barriers in the area of study conditions
3. Removing structural and technical barriers
4. Improving career opportunities for people with disabilities and chronic illnesses in the academic and non-academic field
5. The promotion and integration of research on the topic of disability (Disability Studies) in research and teaching.

### **Section 3 Services**

Students with disabilities and chronic illnesses have the right to agree the services necessary for their support with the university. The type of support depends on the particular disability and serves to compensate for disadvantages and as implementation of the objectives described in Section 2.

### **Section 4 Design of courses**

All lecturers take the requirements of students with disabilities and chronic illnesses into consideration when designing their courses, taking into account the constraints of the contents covered in the courses, as well as when adapting examination conditions, according to the stipulation of Section 59, Paragraph 1, Item 12 of the Universities Act. When visualising contents on overhead slides or computer presentations used in courses, these are to be made accessible to blind and visually-impaired persons in digital form.

### **Section 5 Removal of structural barriers**

The University of Klagenfurt is implementing the removal of structural barriers for people with disabilities and chronic illnesses in its field, by means of:

1. The application of the ÖNORM Austrian national standards for accessible construction and design - B 1600, B 1601 and B 1602 for all new construction and conversion measures
2. The priority treatment of conversion measures to remove existing structural barriers
3. The active incorporation of the Accessibility Office.

### **Section 6 Web accessibility**

The entire online presence of the University of Klagenfurt is designed in accordance with the principles of accessible website design in accordance with the guidelines of the Web Accessibility Initiative (WAI) of the World Wide Web Consortium (W3C).

### **Section 7 Recruitment obligation**

The University of Klagenfurt fulfils its obligation to recruit people with disabilities in accordance with the Act on the Employment of People with Disabilities [*Behinderteneinstellungsgesetz*].

### **Section 8 Continuing education courses**

All continuing education courses for members of the university are designed in such a way that employees with disabilities and chronic illnesses can participate without restriction.

### **Section 9 Contact person from the academic staff**

Each faculty shall designate a contact person from the academic staff, who, in cooperation with the Accessibility Office service centre, is available as a point of contact for specific questions and initiatives relating to the respective faculty.