

Action Plan "One University for All" - Implementation of the UN Convention on the Rights of Persons with Disabilities of the Dortmund University of Technology 2020- 2023 - Part II: Measures -

Measures of the action plan (2020-2023)

The following action areas are identified for the first cycle of the action plan process:

1. Field of action (structural) accessibility
2. Field of action prospective students and students/teachers
3. Field of action Employees
4. Field of action research
5. Field of action Public Relations
6. Quality assurance field of action

1. Field of action (structural) accessibility

Current situation:

The TU Dortmund University's building infrastructure is largely barrier-free, there is a practiced and nationwide unique procedure of participation and consideration of accessibility in implementation regulations. Problem areas are often the rented buildings/rooms. Digital accessibility is already well implemented in individual projects (TU App, Exabase, DEGREE, etc.), but there are neither common standards and procedures for taking digital accessibility into account nor have the requirements of the NRW state ordinance on barrier-free information technology been implemented.

1.1 Usability of all software used at the university

Problem/Challenge:

Purchased software is often not accessible.

Target:

Develop and establish procurement standards for software that address accessibility.

Measure:

Development of a procurement process in which the following questions, among others, are clarified: What are the TU's accessibility requirements? In what way are these checked in advance of the acquisition? What should be done if the desired software does not meet the requirements?

Actors:

ITMC, Department 5 (Procurement), DoBuS

1.2 Usability of all IT infrastructure developed at the university

Problem/Challenge:

Internet presences, learning platforms, apps, etc., which are developed at the TU Dortmund are partly not or only partly accessible.

Target:

Development and establishment of development standards as well as participation procedures (analogous to construction).

Measure:

Development of a requirements catalog and execution and participation procedures, including, if applicable, a test certificate that DoBuS was involved in the development.

Actors:

ITMC, DoBuS, Faculties

1.3. Implementation of the Ordinance on Accessible Information Technology of the State of NRW

Problem/Challenge:

According to the Disability Equality Act of North Rhine-Westphalia, the accessibility of websites has already had to be ensured since 2004. However, the ordinance now creates more binding force, as deadlines are defined for the first time, a declaration of accessibility must be prominently published and reported, and an arbitration procedure must be announced. For old Fionia websites, the service portal or other web portals, the deadline is 23.9.2020, and an overview in plain language and sign language must be added by 31.12.2020. For the TU app (mobile applications), there is a delay until 23.6.2021.

Target:

Accessibility statements, overviews in easy language and sign language are available on all relevant websites as well as apps and other information technology.

Measure:

Identification of relevant websites, apps and other information technology, formulation of explanations, production of explanations in plain language and sign language, placement of these in appropriate places.

Actors:

ITMC, DoBuS, University Communications Department

1.4 Distraction-free lectures and seminars for students with a perceptual difficulty and anxiety disorders

Problem/Challenge:

Some courses are designed for very large numbers of students. In these, the noise level is often very high, ventilation is poor, and there are often few windows. These conditions can be very unfavorable for learning, especially for students with disabilities/chronic illness (e.g. lecturers are poorly understood, there is a lot of potential for distraction, anxiety problems are evoked, etc.).

Target:

Lecture halls and seminar rooms are designed in such a way that the noise level and thus distractibility is reduced, anxiety problems occur less frequently, etc.

Measure:

(Further) development of building and equipment standards possibly combined with a renovation offensive aimed at plenty of daylight in the room, possibility of ventilation, better support of the lecturer's voice, etc.

Actors:

Department 6, ITMC, DoBuS

1.5 Site plan for accessibility on campus

Problem/Challenge:

People with mobility impairments have no information about barrier-free routes, nor does the routing system of the online site plan provide information about structural barriers.

Target:

There are site maps posted in campus display boxes that identify barriers on campus routes. The routing system of the online site plan also shows this information.

Measure:

Developing a site plan on paper and exploring the technical and programming possibilities of the routing system.

Actors:

ITMC, Department 6, DoBuS

1.6 Accessibility standards for the rental of buildings

Problem/Challenge:

The renting of buildings is currently not subject to any review in terms of accessibility. This also leads to the renting of buildings/rooms that are not usable for employees or students with disabilities/impairments.

Target:

Only buildings/rooms that meet a standard of accessibility will be rented.

Measure:

Standards are developed, an inspection catalog is created, and the inspection catalog is applied when renting buildings/rooms and serves as a decision criterion for renting.

Actors:

Dec. 6, DoBuS

1.7 Conversion of the Mensabrücke stop

Problem/Challenge:

The bus stop below the Mensa Bridge is not accessible. On one side, the sidewalk is too narrow and the elevator cannot be reached safely because the street is very busy.

Target:

Barrier-free bus stop and bus stop access road

Measure:

Cooperation and consultation on the redesign of the stop with the stakeholders of the city of Dortmund.

Actors:

Department 6, DoBuS

2. Field of action prospective students and students/teaching

Current situation:

With a bundle of measures (talent scouting, DoBuS taster university, peer mentoring program, counseling, etc.), prospective students with disabilities/chronic illness are sensitized to the topic of studying and accompanied during the transition from school to university. Various modules (counseling service, implementation service, workspace and resource pool, central complaints office) support students in successfully completing their studies. Some barriers in procedures and structures have been reduced (e.g. in the procedure for allocating places in courses with limited participation in German and American Studies), but have not yet been implemented for all degree programs. The topic of inclusive university teaching is taken into account in the further development of teacher training (DoProfiiL/DEGREE/K4D), and university didactic courses on the topic of inclusive university teaching are offered.

Problem areas lie in the procedures for granting disadvantage compensation. In addition, it has not been clarified to what extent the application procedure awarded to the Stiftung Hochschulstart is barrier-free and adequately takes into account the situation of applicants with disabilities. It is also problematic that many students are not aware of and/or do not use the counseling and support services available at the TU.

2.1 Allocation of places in courses with restricted attendance

Problem/Challenge:

For the teacher training programs in which German or American Studies are studied, an admission regulation governs the order in which places are allocated. This regulation also applies in principle to other degree programs with courses with restricted participation. There, such regulations are to be included with the re-accreditation. Currently, students cannot find any information on how to express their need.

Target:

All courses with restricted participation have a regulation for the allocation of places in these courses (corresponding to the regulation in German and American Studies). When registering for courses, students can indicate their special needs, and the allocation regulation is transparent and easy to find.

Measure:

In the re-accreditation or in the system accreditation procedure, the existing procedural regulations for German and American Studies will be adopted for all degree programs in which there are or will be courses with restricted participation. An option for citing a special need will be established in the campus management system. The provision will also be outlined.

Actors:

Department 4 (Student Services), Department 2 (Accreditation), Senate Representative for the Concerns of Disabled and Chronically Ill Students (Andrea Bartkowski), Family Service (Jeannette Kratz), Campus Management (Tobias Sturm), ITMC, DoBuS

2.2 Topic: Information about and process optimization in granting compensation for disadvantages

Problem/Challenge:

It is often unclear to students how to apply for compensation for disadvantages; information on this is not specific enough and difficult to find.

Target:

For students, but also for all those involved in the application process, it is easy to see by whom or in which situations and by which means an application for disadvantage compensation can be made at TU Dortmund University and what the procedural steps are.

Measure:

The examination boards of the faculties, the central examination administration and DoBuS develop the ideal way to apply for a disadvantage compensation. This will be described in a target group-oriented and concrete manner and published in a barrier-free manner at central locations. This information should also describe for which group of people disadvantage compensation can be granted.

Actors:

Department 4 (Examination Administration), Senate Representative for the Concerns of Disabled and Chronically Ill Students (Andrea Bartkowski), Campus Management (Tobias Sturm), DoBuS, and, if applicable, the examination boards of the faculties.

2.3 Avoiding retreats after 6 p.m.

Problem/Challenge:

It is more common for exams to be scheduled after 6 pm. For students with chronic illnesses whose performance flattens out during the course of the day, this late time puts them at a disadvantage.

Target:

Exams should be scheduled at a time that is in the "high" phase of the day for these students.

Measure:

Discussions with faculty to analyze problems and develop possible solutions.

Actors:

Faculties (conference), central room allocation, DoBuS

2.4 Improving the level of awareness of the advisory structures

Problem/Challenge:

Many students do not know about the counseling centers at TU Dortmund University or do not seek them out, even though they would be helpful to them.

Target:

Students are aware of the TU Dortmund University's counseling services and take advantage of them.

Measure:

Discussions with counseling centers to analyze problems and develop possible solutions.

Actors:

all units of TU Dortmund University that offer consulting

2.5 Accessibility of the new application procedure of Stiftung Hochschulstart

Problem/Challenge:

It has not been clarified to what extent the nationwide application procedure for admission-restricted courses of study of the Foundation Hochschulstart is barrier-free and adequately takes into account the situation of applicants with disabilities. The TU Dortmund University also uses the services of the foundation for the allocation of study places. Since the foundation is based in Dortmund, it is a good idea to cooperate with it in an advisory capacity.

Target:

The portal and the application process of Stiftung Hochschulstart are accessible and usable for people with disabilities/impairments.

Measure:

Discussion with the foundation about possible cooperation, problem analysis and development of possible solutions.

Actors:

DoBuS, ITMC, Stiftung Hochschulstart (University Start Foundation)

3. Field of action Employees

Current situation:

An inclusion agreement is currently being drawn up, and a company integration management system has been established.

3.1 Accessible documents (e.g. official notices)

Problem/Challenge:

Although the TU has created a handout for the creation of accessible documents, very many documents are still emailed as graphic pdf or similar and are thus not machine readable.

Target:

All university documents are sent as accessible formatted text in Word or pdf.

Measure:

Problem analysis, training and further guidance. Mandatory regulations.

Actors:

University administration, administrative staff, DoBuS.

3.2 Improvement of process management in workplace equipment for employees with disabilities/impairments.

Problem/Challenge:

When hiring impaired employees, establishing appropriate office equipment/auxiliary equipment is often complicated and takes several months during which the person is unable to work even though they have already started their job.

Target:

Fast and uncomplicated creation of a suitable workplace for employees with impairments.

Measure:

Analysis of problem areas in the process and development of possible solutions.

Actors:

Dec 3, Dec 6, Representative of the Severely Disabled, DoBuS

3.3 Increase in the number of severely disabled employees in central administration (including trainees)

Problem/Challenge:

The TU Dortmund pays a high levy each year because it does not meet the required quota of severely disabled employees. Against the background that the TU Dortmund is very well equipped to provide employment, efforts should be made here to achieve the quota.

Target:

The TU Dortmund meets at least the quota for severely disabled persons and does not pay a levy.

Measure:

Orienting personnel recruitment to special target groups, enabling compensation for disadvantages, highlighting the particularly suitable working environment at TU Dortmund University for people with severe disabilities, purchasing products or services in workshops for people with disabilities.

Actors:

Department 3 (Personnel Development, Human Resources), Representative of the Severely Disabled, Staff Councils, CFV Staff Office

4. Field of action research

Current situation:

With the Faculty of Rehabilitation Sciences, TU Dortmund University has one of the largest teaching and research units on the topic of disability/inclusion in Europe. In addition, many other chairs and institutes at other faculties are working on projects in which the topic of inclusion is taken into account in a narrower or broader sense (e.g. DoProfiL, DEGREE, K4D, etc.). Nevertheless, scientists with disabilities are underrepresented at TU Dortmund University, they encounter barriers in the scientific community and disability is not explicitly taken into account in programs for the promotion of young scientists.

4.1 Hiring of SHK/WHK without social security obligation

Problem/Challenge:

Working as a SHK or WHK is often the entry point to a career in science. Both the disabled potential SHKs/WHKs and the hiring professors are unclear whether and how a need for aids, work assistance, etc. can be covered if there is no employment relationship subject to social insurance.

Target:

Hiring SHK/WHK with disabilities and chronic illness is facilitated.

Measures:

Analyze problems, provide information to students and professors on options and ways to provide aids or assistance, clarify responsibilities and support options, develop appropriate solutions.

Actors:

Human Resources Department, representative of the Representative Council for Severely Disabled Students (Thomas Marcinczyk), Senate Representative for the Interests of Disabled and Chronically Ill Students (Andrea Bartkowski), disabled/chronically ill SHKs and associated professors, DoBuS

4.2 Promotion support included

Problem/Challenge:

Offers and measures of the doctoral support of the Graduate Center of TU Dortmund University are currently without reference to the inclusion issue.

Target:

All offers of the doctoral support of the Graduate Center can be used barrier-free. At least one event should address the issue of disability and careers in science.

Measures: Discussions with the program managers, exploration of possibilities Actors:

Research Funding Unit, DoBuS.

4.3 Employment of disabled and chronically ill young researchers

Problem/Challenge:

After graduation, it is often difficult for disabled/chronically ill graduates to pursue an academic career. There are often reservations about their employment as research assistants, e.g. because of the lack of necessary aids or a possible prolonged processing time for the doctorate.

Target:

Increase opportunities for disabled and chronically ill young scientists for employment in the scientific field.

Measure:

An incentive system is being developed to encourage the employment of disabled and chronically ill young scientists. The system, which is supported by the

The PROMI project initiated by the Central Office for the Placement of Severely Disabled Academics provides a conceptual framework for this.

Actors:

Vice Rector Diversity Management, Human Resources Department, Confidential Representative of the Disabled Persons' Representative Council, DoBuS, Central Office for the Placement of Severely Disabled Academics (Federal Employment Agency)

5. Field of action Public Relations

Current situation:

The department of university communication describes the diversity of the TU Dortmund in pictures and text. There is a TU image film that illustrates the diversity of people and topics. This still lacks an audio description for blind and visually impaired people.

5.1 Audio description of the TU image film

Problem/Challenge:

So far, the TU Dortmund image film does not have an audio discretion and is thus only conditionally usable for blind and visually impaired viewers.

Target:

Production and publication of an audio description of the TU Dortmund image film

Measure: Creation of an audio description and provision of this version in all publication channels (e.g. Youtube).

Actors:

Department of University Communications, DoBuS, external service provider if necessary

5.2 Awareness for value-driven action or VALUE COMPETENCE

Problem/Challenge:

A university for all is an inclusive university. In order to implement inclusive values in action, action must be aligned with inclusive values. BUT: What are inclusive values?

Target:

Develop inclusive values together, invite dialogue, develop activities to implement inclusive values or collect existing ones.

Measure:

z. e.g. invitation to a "values day" at TU Dortmund, invitation to a "values walk through TU Dortmund" (paying attention to architecture, nature, notices, rest areas, gastronomy, baby changing rooms, etc.). Which values are behind it? also: which values do students see? Which values do teachers see?

Actors: DoBuS, administration, faculties, teachers, students...

6. Quality assurance field of action

6.1 Survey of the situation of disabled/chronically ill students

Problem/Challenge:

The TU Dortmund receives information about the situation of students with disabilities only through the special evaluation of the so-called BeSt study as well as through the counseling contacts; there is no systematic consideration of the topic of disability and studying in the context of quality assurance or quality management measures.

Target:

Integration of the topic of disability and study in general student evaluations and, if applicable, in the teaching evaluations of the faculties, as well as central evaluation of these data.

Measure:

Inclusion of items from the BeSt study in the general student survey, inclusion of items on barrier-free university didactics in the teaching evaluation of the faculties, central evaluation of the data and derivation of measures (if necessary in the context of updating the action plan).

Actors:

Department 2 (Dept. Strategy and Quality Management), Faculties, DoBuS

Literature

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