



ہائیر ایجوکیشن کمیشن

HIGHER EDUCATION COMMISSION

Government of Pakistan, Islamabad

office of the

DIRECTOR GENERAL

Research & Analysis Activities

Sector H-9
Islamabad, Pakistan
www.hec.gov.pk

F.No.1-2/DIS/R&AA/DIR/438/2026

April 2, 2026

Subject: IMPLEMENTATION OF HEC POLICIES FOR STUDENTS WITH DISABILITIES IN HEIS ALONG WITH COMPLIANCE WITH DIRECTIVES TO ENSURE THE RIGHTS OF PERSONS WITH DISABILITIES.

Dear Respected Sir/Madam,

The Higher Education Commission is committed to ensuring that no individual is denied access to higher education in Pakistan. This includes providing persons with disabilities equal opportunities to access and attain higher education. This policy for students with disabilities at Higher Education Institutions (HEIs) aims to create an enabling environment for inclusive education in universities and colleges, and to facilitate the participation of students with disabilities in all academic and extracurricular activities.

2. The policy has been formulated pursuant to the powers vested in the HEC under the Higher Education Commission Ordinance, 2002, and is binding on all HEIs in the country, whether operating in the public or private sector, in accordance with the prescribed phased implementation plan.

3. Despite previous communications, it has been observed that the integration of these policy guidelines into university statutes remains inconsistent. You are, therefore, requested to ensure the formal adoption and implementation of the following provisions through your respective Academic Council and Syndicate/Board of Governors:

1) Admissions and Academic Entitlements

- i. Quota Compliance: Strict adherence to the government-mandated disability quota at Undergraduate and Postgraduate levels. Specifically, **per Clause 4.3 (c)**, at least one seat must be reserved for MS/MPhil and PhD programs in all departments.
- ii. Merit Criteria & Age Relaxation: Admission criteria must be sensitized to the level of disability rather than relying solely on academic marks. Furthermore, a mandatory ten-year age relaxation must be granted for admission to all educational programs **(Clause 4.3 d)**.

2) Examination and Assessment Accommodations

University Examination Rules must be amended to allow for:

- i. Assistive Technology: The use of screen readers (JAWS, NVDA), Braille, or recorded oral examinations.
- ii. Scribe/Writer Protocol: Where a writer is utilized, students shall be granted **25% extra time**, a separate examination room, and immunity from marks deduction for spelling or handwriting errors. The institution remains responsible for providing a writer should the student be unable to arrange one.

3) Financial and Welfare Support

- i. Fee Waivers: All institutional charges, including tuition, hostel, and utility fees, shall be waived for needy students with disabilities, utilizing the Ehsaas Undergraduate Scholarship benchmarks as the standard **(Clause 4.3 a)**.

ii. Scholarship Eligibility: Financial facilitation by the university shall not preclude students from applying for other national or international need-based scholarships.

4) Human Resource and Infrastructure

i. Employment Quota: Universities must strictly implement the disability quota in recruitment for faculty, administrative, and officer positions, with reserved seats clearly specified in all job advertisements.

ii. Disability Resource Centers (DRCs): The immediate establishment of a DRC in each HEI to coordinate assistive devices (ATMIS), accessible transport (electric shuttles), and campus infrastructure (ramps, elevators, and accessible digital platforms).

4. Implementation and compliance with these directives are mandatory. Universities are requested to submit a formal Implementation Report to the HEC within thirty (30) days of this letter, confirming the adoption of these points by their statutory bodies. The report should be sent to Mr. Meer Hassan, Disability Officer of HEC through email: **mehassan@hec.gov.pk**.

5. The HEC remains available to provide technical assistance to ensure our campuses become truly inclusive environments for all.

Kind Regards



SALEEMULLAH SOHOO
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The Registrars

All Public and Private Sector Universities.

Copy for information to:

- i. Secretary to Chairman, Higher Education Commission, Islamabad.
- ii. Secretary to Executive Director, Higher Education Commission, Islamabad.
- iii. In charge, HEC Regional Centers (Karachi, Lahore, Peshawar, Quetta).