



Policy on: Lifelong Learning Access

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Perspective	Institution		
Policy Owner	Director of Sustainability Center		
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Approval Body	College Board		
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Revision			
	Date	Revised By	Major Changes
Revision 1			
Revision 2			
Revision 3			

1. Statement.

This policy is developed to ensure that all individuals, regardless of ethnicity, religion, disability, immigration status, or gender, have equitable access to lifelong learning activities. MCBS is committed to promoting an inclusive environment that upholds the right to education for everyone.

2. Policy Purpose.

- 2.1** Ensure that all lifelong learning programs are designed and implemented to be inclusive and accessible to individuals from diverse backgrounds.
- 2.2** Promote diversity and inclusion within the institution's educational and extracurricular activities, ensuring that all learners feel welcomed and valued.
- 2.3** Facilitate the provision of reasonable accommodations for individuals with disabilities, ensuring access to physical spaces, resources, and technologies used in lifelong learning.
- 2.4** Encourage lifelong learning as a pathway for personal and professional development for all individuals, including immigrants, underrepresented groups, and women.
- 2.5** Align lifelong learning initiatives with the United Nations Sustainable Development Goals, particularly SDG 4, to provide quality education and learning opportunities for all.

3. Definitions and Abbreviations.

- 3.1 Inclusivity:** Ensuring all individuals have access to and can fully participate in educational programs without facing discrimination based on gender, ethnicity, religion, disability, or immigration status.
- 3.2 Lifelong Learning:** Continuous learning opportunities available to individuals of all ages, aiming to improve skills, knowledge, and competencies.
- 3.3 Reasonable Accommodation:** Adjustments or modifications provided to individuals with disabilities to ensure equal access to learning opportunities and facilities.

4. Stakeholders.

This policy applies to:

- 1. All current and prospective students.
- 2. Faculty and administrative staff.
- 3. The Sustainability Center Team and the Sustainability Club.
- 4. Management and MCBS leaders responsible for implementing and overseeing lifelong learning programs.

5. Procedures.

The following steps are to implement this policy:

5.1 Program Design and Accessibility

- 5.1.1 Stage 1:** Academic Affairs and Student Affairs ensure that all lifelong learning programs are designed and reviewed regularly to guarantee inclusivity, with a focus on accessibility for people of all backgrounds and abilities.

- 5.1.2 Stage 2:** They provide training to faculty and staff on creating inclusive educational content and learning environments.
- 5.1.3 Stage 3:** Incorporate feedback from students and staff to continually improve access and inclusivity in lifelong learning activities.

5.2 Providing Accommodations for Disabilities:

- 5.2.1 Stage 1:** Department of students affairs and the counsellor identify the needs of individuals requiring reasonable accommodations to access lifelong learning programs.
- 5.2.2 Stage 2:** They work with the Facilities Management Team to ensure physical spaces are accessible, including classrooms, libraries, and learning centers.
- 5.2.3 Stage 3:** They also work with Academic affairs to ensure that all learning materials and digital platforms are accessible to individuals with disabilities.

5.3 Awareness and Outreach Programs:

- 5.3.1 Stage 1:** Sustainability center designs awareness programs to promote MCBS' commitment to lifelong learning access for all.
- 5.3.2 Stage 2:** They organize campaigns through the Sustainability Club and the Student Affairs Department to encourage participation from underrepresented groups.
- 5.3.3 Stage 3:** Finally, they work on establishing partnerships with community organizations to engage diverse populations in lifelong learning programs.

6. Roles and Responsibilities.

6.1 Sustainability Center Team and Management

- Oversee the implementation and continuous review of this policy.
- Ensure that all departments within MCBS adhere to the principles of inclusivity and accessibility.
- Collaborate with external partners to expand learning opportunities for diverse populations.

6.2 Sustainability Club and Student Center of Excellence

- Promote the policy through campaigns, workshops, and events that encourage lifelong learning for all.
- Partner with MCBS departments to organize activities that foster inclusivity.

6.3 Academic Affairs and Student Affairs

- Design materials, lectures for lifelong learning programs and provide resources and training to faculty on designing accessible courses and programs.
- Address the needs of students from underrepresented groups by offering counseling and support services.

6.4 Human Resources Department

- Ensure that recruitment and hiring practices for lifelong learning facilitators and support staff reflect MCBS's commitment to diversity and inclusion.

7. References.

The development of this policy has, in a contextualized manner, benefited from the following documents:

1. <https://sdgs.un.org/goals/goal4>
2. <https://www.mcbs.edu.om/student-life/student-center-for-excellence/>
3. <https://www.worldbank.org/en/topic/education/brief/inclusive-education>